



Position Specification



The Global Fund
To Fight AIDS, Tuberculosis and Malaria

Head, Strategic Investment and Impact Division (SIID)

Our Client

This specification should be read in conjunction with information on the Global Fund website at: <https://www.theglobalfund.org/en/>

Background

The Global Fund is a partnership designed to accelerate the end of AIDS, tuberculosis and malaria as epidemics. As an international organization, the Global Fund mobilizes and invests more than US\$4 billion a year to support programs run by local experts in more than 100 countries. In partnership with governments, civil society, technical agencies, the private sector and people affected by the diseases, the Global Fund is challenging barriers and embracing innovation. The Global Fund is agile, responsive and committed to serving affected communities, putting implementing countries in the lead to deliver healthier, productive and stable families, communities, and nations. Through its innovative partnerships, the Fund has disbursed more than US\$30 billion to support programs in more than 150 countries. Overall, the number of deaths caused by AIDS, TB and malaria each year has been reduced by one-third since 2002, in countries where the Global Fund invests. In 2018 alone, the Global Fund has provided antiretroviral therapy for HIV for 18.9 million people, anti-tuberculosis treatment for 5.3 million people, and distributed 131 million long lasting insecticidal nets for the prevention of malaria.

Seventh Replenishment 2022

This is the moment for the world to recommit to protect everyone from the deadliest infectious diseases. That means protecting people across the world, whoever they are and wherever they live, from the earlier pandemics we have yet to defeat – HIV, TB and malaria; the pandemic running rampant right now – COVID-19; and future pandemics we have yet to see but know will come.

The Global Fund's Seventh Replenishment is the world's opportunity to rise to the challenge and take bold action. The Fund can turbocharge progress in the fight against HIV, TB and malaria, regaining ground lost during the pandemic and getting back on track toward finally ending these three pandemics by 2030. It can also deliver a step change in pandemic preparedness, strengthening the overall resilience of systems for health by investing in their capacities to prevent, detect and respond to new health threats. By taking an integrated approach to the pursuit of these two complementary objectives, the Fund can maximize the impact of every dollar.

The Global Fund's target for the Seventh Replenishment is to raise at least US\$18 billion to fight HIV, TB and malaria and build stronger systems for health. It is estimated that one-third of the US\$18 billion – US\$6 billion – will be investments in health systems that both support the ongoing fight against HIV, TB and malaria and reinforce pandemic preparedness.

[publication_seventh-replenishment-investment-case_summary_en.pdf \(theglobalfund.org\)](#)

The Global Fund's Strategy 2017-2022: Investing to End Epidemics

The Global Fund's 2017-2022 strategy, Investing to End Epidemics, is to invest for maximum impact, supporting the implementation of programs in the most effective way possible. It is aligned fully with partner plans and with the Sustainable Development Goals, (SDGs) and will contribute to the 2030 agenda. It outlines a bold agenda for the six-year period, 2017-2022. It is based on an ambitious vision, mission, and four strategic objectives, which are each underpinned by a number of sub-objectives and supported by two strategic enablers. The core objectives of the Global Fund 2017-2022 strategy are:

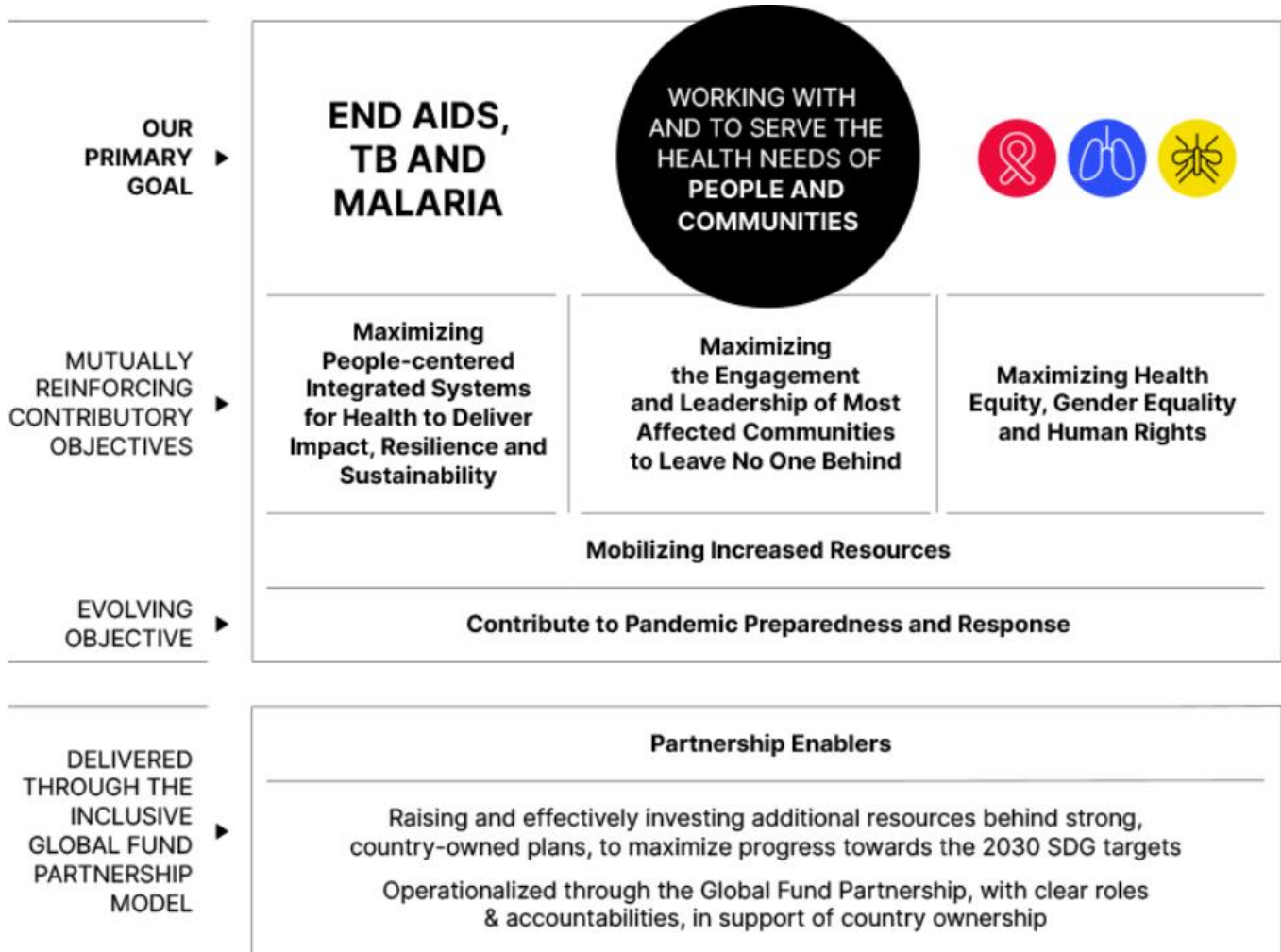
1. Maximising the impact of investments for HIV, TB and malaria requires differentiated approaches for diverse country contexts, increased alignment, and planning for sustainability of programs. Countries must be supported to implement and sustain impactful programs targeting the three diseases from both a programmatic and financial perspective over the longer term. Successful implementation of this strategy will contribute to progress in the fight against the three diseases aligned with the UNAIDS Fast Track Strategy, the End TB Strategy, and the Global Technical Strategy for Malaria; and to the achievement of the SDGs.
2. Building resilient and sustainable systems for health are crucial to ensuring that people have access to effective, efficient, and accessible services through well-functioning and responsive health and community systems. The existence of strong systems for health is essential to making progress against HIV, TB and malaria, and to ensuring that countries can address the varied health challenges they face from reproductive, men's, women's, children's, and adolescent health, to global health security threats, to non-communicable diseases.
3. Human rights barriers, stigma and discrimination undermine an effective response to the three diseases. Promoting and protecting human rights is essential to ensure that countries can control their epidemics, scale up where needed, and sustain their gains. Addressing gender inequality is essential as it drives increases in infection rates, and contributes to differential access to health services for men, women and transgender people. Gender inequality reduces the ability of women and girls to protect and keep themselves healthy, and access social services like education.
4. Mobilising increased resources is required for successful scale-up of the response to the three diseases. According to the global technical strategies against HIV, TB and malaria, the global health community must front load investments during the next strategy period to maintain the gains made to date and accelerate progress.

Through this strategy, the Global Fund will contribute to the 2030 agenda including the principle of shared responsibility, the approach of inclusive, multi-sectoral participation, and the priorities as outlined in the SDGs. In particular, financing provided through the Global Fund will be a major contributor to enabling countries to meet Goal 3 and the associated target that seeks to end the epidemics of AIDS, TB, and malaria by 2030.

The Global Fund has developed its next bold, agile, and collaborative six-year Strategy, which will commence in 2023 and whose impact will be measured through 2030. The 2023-2028 Global Fund Strategy: Fighting Pandemics and Building a Healthier and More Equitable World sets out how the Global Fund aims to contribute to the achievement of the ambitious 2030 targets for HIV, TB, malaria, and health for all, as set out in Sustainable Development Goal 3: Good Health and Well-being.

For more information on the Global Fund Strategy, please visit [Strategy - The Global Fund to Fight AIDS, Tuberculosis and Malaria](#)

2023 - 2028 Strategy Framework



Global Fund Principles

The work of the Global Fund is based upon four principles – partnership, country-ownership, performance-based financing and transparency – empowering implementers to lead the response to the three diseases, supported by a diverse range of partners in the health sector. The Global Fund plays a critically important role, and it is imperative that funding is invested for maximum impact, supporting the implementation of programs in the most effective way possible.

The Role

The Head of the Strategic Investment and Impact Division (SIID) is responsible for ensuring that Global Fund investments and funded interventions are informed and supported by state of the art available technical and strategic advice. The Division Head plays a critical role in maximizing the impact of Global Fund investments through direct grants and partnerships, in support of disease responses, policies and global health goals. In collaboration with the Executive Director and Management Executive Committee (MEC) members, the Division Head is pivotal in implementing the Global Fund Strategy and in leading key technical and implementation partnerships.

This is a highly operational role, and the successful candidate will lead the delivery of proactive, and high-quality strategic support across the secretariat and the partnership. A special focus lies on optimising the development of technical leadership, across a broadening and more complex institutional agenda, whilst focusing these strategies and insights on impactful investments and operations.

The Division Head will be a strategic thinker, problem solver and people leader that works collaboratively to solve challenges and deliver high-quality solutions. The head will have strong technical expertise in global health and experience delivering in a complex multi-stakeholder setting.

With over 200 employees, the SIID has experienced significant growth over the past years. The Global Fund has continued to invest in building and reinforcing specialist capabilities in HIV, TB, malaria, resilient and sustainable systems for health, community systems for health, health-related human rights, gender and inequities, health finance, COVID-19 and pandemic preparedness.

The role demands a highly integrative approach, as initiating and catalyzing cooperation and teamwork between different departments of the organization (such as the TRP and the grant management division) will be critical to success.

The SIID currently comprises five major departments:

- Technical Advice and Partnerships
- Community, Rights and Gender
- Health Finance
- Access to Funding
- Strategic Information

Technical Advice and Partnerships (TAP) is the largest of the five teams, with 94 people, and is sub-divided into five specialist units:

- HIV, TB & Malaria
- Resilient and Sustainable Systems for Health (RSSH)
- COVID-19 / Pandemic Preparedness & Resilience
- Monitoring, Evaluation & Country Analysis
- Strategic Initiatives Project Management Office

As part of an ongoing Secretariat-wide review of programmatic performance monitoring and reporting, the Executive Director is currently taking stock the configuration and organizational location of Strategic Information (SI) department and the Monitoring Evaluation & Country Analysis (MECA) team within Technical Advice and Partnerships (TAP) department, and the reporting line of the Strategic Initiatives Project Management Office (PMO). The result of this review outlined in an internal SIID Evolve memo is a transition period in which the reporting lines of the above-mentioned

teams will be changed. The new SIID Head will need to work closely with the Chief Risk Officer (CRO) and the Head of the Strategy and Policy Hub to oversee an effective transition.

The Head of the SIID is primarily responsible for:

- Ensuring the provision of best-in-class technical and implementation support to Global Fund Country Teams and implementing partners to maximize impact of Global Fund-supported programs.
- Maximising the impact of the Global Fund's catalytic interventions, including [Catalytic Investments](#), policy interventions, and priority shaping.
- Building and sustaining highly effective partnerships with technical partners, and other development and implementation partners, including multilaterals, bilateral, and civil society.
- Working with the Grant Management Division at the Global Fund to ensure the effective initiation of grants, including allocation letters, funding requests, and liaison with the Technical Review Panel (TRP), the independent panel that reviews funding requests.
- Playing a leading role in the further development and implementation of the Global Fund Strategy by contributing technical insights and ensuring the effective engagement of partners.
- Ensuring the efficient, optimal and effective management of the division's departments and facilitating collaboration with other parts of the Secretariat.
- Representing the Global Fund in external fora.
- Contributing to the leadership of the organization and development of the Secretariat as a whole, as a member of the Management Executive Committee. Including on diversity, equity, and inclusion; supporting the "Future of Work" project; leading the performance management process for the division.

The Division Head will be a strategic thinker, problem solver, and people leader that works collaboratively to solve challenges and deliver high-quality solutions. The Head of SIID will have strong technical expertise in global health and experience delivering in a complex multi-stakeholder setting.

Key Responsibilities

- 1) **Ensuring the provision of best-in-class technical and implementation support** to Global Fund Country Teams and implementing partners to maximize impact of Global Fund-supported programs. Ensure that technical teams are:
 - Providing comprehensive and robust technical support across the grant life cycle on the three diseases, resilient and sustainable systems for health, health financing, community rights and gender, COVID-19 and pandemic preparedness to about 150 Global Fund Country Teams, with a strong client-orientation, responsiveness to dynamic needs, and a targeted focus on outcomes at the country level.
 - Aligned across key interdependent topics, delivering on synergies, and making the right trade-offs decisions where needed.
 - Delivering on the objective of providing country support that builds effective, resilient, and sustainable health systems at a country level that will outlast Global Fund support.
 - Providing tailored and differentiated yet consistently high-quality services that combine best-in-class strategies and innovations with an understanding and appreciation of in-country operational realities.
- 2) **Building and sustaining highly effective partnerships** with technical partners, and other development and implementation partners, including multilaterals, bilaterals, and civil society. The Division Head should ensure:
 - Technical advice teams are proactively engaged with Global Fund partners to avoid duplication and promote complementarity in technical support, working collaboratively to reach outcome targets by 2030.
 - Health Finance established the right strategic partnerships to achieve domestic financing targets in partnership with governments, NGOs, and other external partners.
 - Access to Funding is supporting the input and managing the engagement of partners to ensure an inclusive and robust technical review of funding requests and effective incorporation of partner input through documentation and reporting.
- 3) **Maximising the impact of the Global Fund's catalytic interventions**, such as Catalytic Investments (funds additional to grants), policy interventions, and priority shaping and working with the Grant Management Division to ensure the effective initiation of grants. The Division Head should ensure:
 - Access to Funding is supporting a rapid and robust funding process, from the eligibility list and allocation letters to the review of funding requests (as Technical Review Panel Secretariat) and recommendation of grants and portfolio optimization investments (as Grant Approval Committee Secretariat) in line with the Global Fund's technical, legal, financial and risk guidelines, policies, and frameworks, including overseeing submissions and reviews of numerous grants (over 250 grants approved by the Board in 2021).
 - The Strategic Initiatives Program Management Office (SI PMO) can systematically oversee and ensure effective delivery of strategic initiatives worth over US\$300 million, in partnership with grant management-and other domains of expertise teams within the division and beyond.
- 4) **Playing a leading role in the implementation of the Global Fund Strategy** through technical insights, effective engagement of partners, and representing the Global Fund in external fora. The Division Head should ensure:

- The division's teams can provide guidance on all elements of the Global Fund Strategy including but not limited to the Global Fund Strategy process led by the Strategy and Policy Hub (SPH).
 - Management Executive Committee members have the correct, most relevant, and insightful technical inputs and insights from the division teams to ensure organizational policies and decision-making are aligned with the Global Fund Strategy.
 - Support is provided to programmatic monitoring teams within and beyond the Division to enable monitoring to both serve and leverage the input of technical teams, particularly in light of the creation of the Programmatic Monitoring Department effective 1 October 2022.
- 5) **Ensuring the efficient, optimal and effective management of all departments in the division and facilitating collaboration with other parts of the Secretariat.** The Division Head should ensure:
- All division departments work collaboratively and ensure maximum value creation.
 - Service level agreements are developed with the primary users of services across the fund and these Service Level Agreements are implemented to ensure and manage effective team performance.
 - Investing in activities and initiatives that promote an agile, accountable, efficient, and psychologically safe working culture within the division to enable continuous improvement.

Key Metrics

Performance will be measured in line with the specific responsibilities described above, across the four key responsibilities outlined:

- 1) Technical support for countries
- 2) External partnerships and advocacy
- 3) Process management and analytical support to other teams and
- 4) Management of all the division departments

In addition to showing and building the three key leadership experience capabilities sought: leadership acumen, technical expertise and networks, and reputation.

Further responsibilities may be added to reflect the priorities to achieve the Global Fund strategy and mission.

Priorities and performance assessments for any given year will be tailored to reflect the phase of the grant/replenishment cycle. Three sources of information will be critical to inform the performance evaluation:

- 1) Relevant Global Fund key performance indicators (KPIs), as agreed with the Board, plus performance and accountability (P&A) metrics specific to the Secretariat's health financing processes and initiatives.
- 2) Feedback from partners within the Global Fund Secretariat, particularly from Country Teams (e.g., satisfaction survey).
- 3) Feedback from key partners, including partners in the Sustainable Finance Accelerator, bilateral partners, domestic governments, and other stakeholders.

Other sources of information can be used, at the discretion of the Executive Director.

Position Specification

Ref: Head, Strategic Investment and Impact Division
The Global Fund

Key Internal Relationships

Executive Director, Head of Grant-Management Division, Chief Risk Officer, Chief Financial Officer, Director of External Relations and Communications, Head of Strategy and Policy Hub.

Key External Relationships

World Health Organization, Joint United Nations Programme on HIV/AIDS (UNAIDS), World Bank, STOP TB and Roll Back Malaria Partnership, International Union against Tuberculosis and Lung Disease, UN Children's Fund (UNICEF), UN Development Programme, Gavi, bilateral partners, academic institutions, professional associations, and donors.

Candidate Profile

The Head of the SIID will be internationally recognised and renowned in their field, and a leader of unimpeachable integrity. They will bring a demonstrable commitment to the mission, values and ethics of the Global Fund.

Qualifications

Essential:

- Advanced university degree in public health, epidemiology, statistics, organizational management, economics, development, sociology or another relevant field, supplemented by additional certification and/or accreditation in Health Economics, Management or Public Health (e.g., MPH, MBA).

Desirable:

- Doctoral degree in the above-mentioned fields with additional technical or academic accreditation in Health Economics, Management or Public Health (e.g., MPH, MBA)

Key Experience, Knowledge, and Technical Skills

Essential:

Exceptional leadership acumen

- A track record of **leading large, high-performing teams** with deep and diverse technical backgrounds; experience creating and leading large, complex collaborative networks of diverse professionals; experience creating and leading innovative programs and initiatives, with a specific focus on ensuring accountability and impact-orientated prioritization of competing issues.
- Successful experience in developing and executing a team or **organizational transformation** to boost performance.

Robust technical experience

- Extensive **public health or international development expertise** acquired through working with implementing countries, government, and international partners, (i.e., senior development organization leaders, ministries of finance, and/or ministries of health).
- **High-level experience in technical aspects of core diseases** including HIV, TB, and malaria and health systems, and broad knowledge of other key technical issues pertaining to Global Fund grants e.g., health financing, portfolio management, supply operations, pandemic preparedness and knowledge of Global Fund operations and processes.

Strong international development networks and reputation

- Experience **understanding and managing relationships with key partners** of the Global Fund, including the World Bank, WHO, regional development banks, Gavi, and other relevant partners in the Global Health ecosystem.
- A **thought leader in the global arena** who can connect with the pharmaceutical sectors, academic institutions, multilaterals, NGOs, and governments.

Desirable:

- Over 15 years of experience at implementing country and international level in public health or strategy with in-country experience.
- Experience managing large and complex teams with the mandate to effectively provide support to other equally complex teams.
- Demonstrated in-depth knowledge of the Global Fund and its partnership model, governance, policies and processes.
- A well-recognized publications record demonstrating the ability to articulate a clear strategic vision.

- Strong negotiation and people management skills with experience in policies, leading policy negotiation discussions on both political and highly technical topics, ideally at an international level.

Leadership Competencies

Setting Strategy

- Has superior abilities in the formulation and development of strategy and policy at the senior leadership level;
- Brings an excellent understanding of strategic investment, public health or development policy contexts, allied to a knowledge of application of these policies on the ground;
- Possesses outstanding visionary, conceptual and strategic thinking skills;
- Has the ability to drive innovation, focused on deliverable outcomes.

Executing for Results

- Brings very strong managerial skills with a proven track record in a complex organizational context;
- Has a sound decision making capacity to ensure maximum benefit while minimizing risk for the organisation;
- Possesses outstanding skills in results-based performance management techniques and practices in his own leadership;
- Has designed and applied performance-based management and management-for-results systems, with a focus of measuring long-term impact of complex interventions;
- Is able to work effectively at all levels of complexity;
- Is excellent at keeping momentum moving forward when setbacks occur, and is creative in overcoming challenges.

Leading Teams

- Has the ability to lead and collaborate in a complex, multi-disciplinary and diverse environment with staff from different cultural backgrounds;
- Motivates his teams to deliver superior results;
- Shows and creates inspired commitment, encourages active involvement and contribution of ideas;
- Identifies and nurtures talent, encourages diversity and fosters team building.

Building Relationships and Using Influence

- Has excellent networking, collaboration and team-work skills at the senior management level;
- Possesses excellent interpersonal and influencing skills, with the ability to promote / gain acceptance, at all levels, for Global Fund strategies and policies;
- Builds exceptional professional credibility with diverse stakeholders from technical and non-technical backgrounds;
- Has political sensitivity, communication and external representational skills with the ability to relate and work effectively and strategically with partners at all levels;
- Has excellent written and verbal communication skills;
- Brings commitment to implementing the core principles of the Global Fund as articulated in the framework documents and relevant agreements.

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Location

The Head, Strategic Investment and Impact Division, will be based in Geneva, Switzerland.

Compensation & Benefits:

Competitive compensation and benefits will be offered.

Language Requirements:

Excellent knowledge of English and preferably a good working knowledge of French. Knowledge of other languages would be an asset.

Vaccinations:

The successful candidate will be required to undergo a fit for travel assessment which will be conducted by the Global Fund's external medical service provider or by a medical provider recognized by the Global Fund, prior to the employment start date. This will include a complete review of your vaccination status. Please note that the vaccination status must include at least 2 doses of a WHO recognized Covid-19 vaccination as well as a booster.

Diversity, Equity & Inclusion

The Global Fund is committed to a diverse, equitable, and inclusive work environment. To help it achieve this, the Global Fund welcomes applications from all qualified candidates who share this commitment, regardless of their sex, gender identity, sexual orientation, HIV status, race, national origin, cultural or ethnic background, disability, marital status, religion, or age.

How to Apply

To apply, please send your CV, and supporting statement to responses@russellreynolds.com by **Wednesday 6 July 2022**. Your supporting statement should succinctly highlight your motivation, experience, and skills against the requirements of the role. Please include the role title in the subject of your email.

If you have a question about the position, or your application, please contact the Russell Reynolds Team (Simon Kingston, Nick Ricketts, and Sarah Wright) at either responses@russellreynolds.com or on PH: +44 20 7830 8089.