



Position Specification

Foundation S
Head of Programs

Our Client

Sanofi and Foundation S

[Sanofi](#) is a global diversified healthcare company committed to improving access to healthcare and supporting people throughout the continuum of care. One of the biggest healthcare and pharmaceutical companies worldwide, with revenues of €36B, it provides healthcare solutions in more than 170 countries around the world. From prevention to treatment, Sanofi transforms scientific innovation into healthcare solutions, in human vaccines, rare diseases, multiple sclerosis, oncology, immunology, infectious diseases, diabetes and cardiovascular solutions and consumer healthcare. More than 100,000 people at Sanofi are dedicated to make a difference on patients' daily life, wherever they live, and enable them to enjoy a healthier life. Operating globally, Sanofi is headquartered in Paris, France. Sanofi's ambition is to be among the top 3 innovative, global and diversified human healthcare companies by 2025.

As a purposeful company, truly committed to long-term value creation, Sanofi remains keenly focused on its customers and partners throughout the value chain, considering the social and environmental impacts of its operations. In support of this, the company has four flagship programs to embed Corporate Social Responsibility into its 'Play to Win' strategy: Affordable access; R&D for unmet needs (vulnerable communities); Efficiency and sustainability (a healthy planet); and Beyond the work place (an inclusive workplace).

[Foundation S – The Sanofi Collective](#) is Sanofi's philanthropic endowment fund aiming to create healthier futures for generations to come. It was officially launched in early May 2022 and builds on the successes of the previous Sanofi Espoir Foundation. Serge Weinberg, Chairman of the Board of Directors, Sanofi and President, Foundation S commented:

"As a global healthcare company, we must take part in tackling some of the challenges our society faces. We are proud of what the Sanofi Espoir Foundation has achieved this past decade and the legacy it leaves. The world changes at an incredible pace and numerous new systemic challenges emerge. Now is the right time to go one step further and Foundation S is the right structure, more focused, more agile, to better help vulnerable populations across the world."

Using donations, partnerships and collective action, Foundation S will focus on three critical areas: childhood cancer, the health of communities most vulnerable to the effects of climate change and pollution, and access to lifesaving medicines and vaccines. Foundation S will incorporate as its cornerstone initiative the former Sanofi Espoir Foundation's 'My Child Matters' program in childhood cancer. Launched in 2005 to give every child an equal chance of survival, 'My Child Matters' provides financial support and expertise so that all children can access diagnosis and treatment. The program has helped more than 120,000 children, trained over 50,000 healthcare professionals and been credited with increasing survival outcomes. Additionally, Foundation S will fund awareness and research for childhood cancer in various countries. Together, these initiatives support the World Health Organization (WHO) objective of achieving at least 60% survival for all children with cancer by 2030, saving an additional 1 million lives over the next decade.

Fighting for healthier futures requires addressing today's challenges and anticipating growing crises. To that end, Foundation S will work to increase the health resilience of vulnerable populations most impacted by climate change and pollution. Foundation S will begin by collaborating with the international NGO Friendship, Bangladesh-based, focused on that nation's hard-to-reach, climate-vulnerable islands of Gaibandha. There, Foundation S will help train healthcare workers, and fund satellite clinics and a floating hospital in a region outside mainstream healthcare services.

To better help vulnerable populations, Foundation S will leverage Sanofi's longstanding emergency aid expertise and improve the connection between humanitarian and development financing. As in Ukraine, where the company has coordinated and accelerated donations of essential medicines and vaccines for patients and refugees, Foundation S will renew Sanofi's emergency aid donations program and expand proactive support notably for displaced populations. Paul Hudson, Chief Executive Officer, Sanofi and Board Member, Foundation S commented:

"The launch of Foundation S is a new cornerstone of Sanofi's commitment to society and a pivotal moment for the life of our company and our people. With Foundation S, we aim to weigh in and act on targeted areas where we know we can make a real difference for populations exposed to health difficulties."

Foundation S will operate as a "think & do tank." The 'think-tank' guides the development and implementation of Foundation S's focus areas, convenes thought-provoking discussions on how to best address health challenges. The 'do-tank' is the operational arm that supports program implementation and monitors their impact on public health. Sanofi employees will be key to the success of the Foundation S and be empowered to support its programs and partners through volunteering and preceptorships: a period of practical experience to be gained.

The Head of Foundation S is Vanina Laurent-Ledru. She was previously Head of Global Public Affairs for Sanofi Specialty Care and before joining Sanofi, she worked on public health matters at the global vaccine alliance Gavi, and at other health companies. She says:

"We cannot change the world on our own – intelligence of the heart can only be collective. The launch of Foundation S is the culmination of joint ideas and forces. Collaborating with diverse and multicultural partners and our people, the Sanofi Collective combines our energy and expertise to deepen our impact for communities in need."

The Role

The Foundation S is recruiting a collaborative and experimented **Head of Programs** (the Head) who leads the strategic direction, design, implementation, and evaluation of the Foundation's programs and reports to the Head of the Foundation.

The Head will be a key contributor to the long-term strategic vision and scale of the organization and will be the focal point with all grantees to ensure adequate implementation of the Foundation's programs. The Head collaborates consistently with the Foundation's team, organizational leadership, and subject matter experts from the Foundation's think-tank and the broader community to ensure that the organization is delivering high-impact programs. The Head of Programs plays an important role in developing and stewarding relationships with outside organizations and individuals working within the Foundation's thematic focus areas, and in representing the organization in external meetings and forums where relevant. He/she will play a particularly critical role in the development and execution of the organization's initiative on the impacts of climate change on health and in liaising with the Foundations' partners and grantees involved in it.

Climate change is the single biggest health threat facing humanity. The impacts are already harming health through air pollution, disease, extreme weather events, forced displacement, food insecurity and pressures on mental health. Every year, environmental factors take the lives of around 13 million people. The majority of countries identify health as a priority sector vulnerable to climate change. But a huge finance gap remains. Less than 2% of multilateral climate finance goes to health projects. The Foundation aims at doing its part to remove barriers to investment in health adaptation to climate change, with a focus on climate resilient health systems, and climate smart healthcare facilities. Building and enhancing the resiliency of vulnerable populations will be a core part of our actions.

In partnership with the Head of Operations and Strategic Initiatives, the Head of Programs will also be responsible for ensuring the Foundation's programs and donations comply with the strictest ethical and compliance practices.

Key Accountabilities are as follows:

The duties listed below are intended only as illustrations of the various types of work that may be performed.

- Convene, facilitate, and oversee program-specific teams comprising staff, representatives from the Foundation's partner institutions, and subject matter experts to plan, implement, and evaluate the programs. Bring a highly collaborative approach to programming.
- Conceive and implement the projects dedicated on the impacts of climate change on health, defining core areas of focus and building partnerships
- Support local organizations in expanding their local solutions to global ones for climate
- Provide strategic leadership for all Foundation's programs as they develop
- Develop and oversee all program budgets, working with the Foundation's team, to ensure a full, accurate, and timely accounting of funds.
- Represent the organization to potential and current projects' co-funders alongside the Head of the Foundation/ the COO as relevant.
- Design and use tools to monitor and evaluate program quality and longer-term impact. The Foundation will measure its impacts in public health outcomes in as much as possible and results measurement will be key.
- Contribute to development of a robust, engaged alumni network of emerging and established leaders from around the world. Identify ways for alumni to contribute to the mission and programs of the organization.

Candidate Profile

In terms of the performance and personal competencies required for the position, we would highlight the following:

Required knowledge and/or experience

- Expertise in environmental matters and ideally at the intersection of health and the environment. Very good understanding of this ecosystem's issues and actors.
- At least 12-15 years of relevant work experience with increasing responsibility.
- Demonstrated expertise in program planning, implementation, and monitoring and evaluation, including budget management. Proven ability to develop creative, innovative approaches to programming.
- Strong strategic thinker.
- Demonstrated leadership track record in leading and motivating teams, including cross-functional teams, with a commitment to collaboration and co-creation of programs.
- Excellent interpersonal skills and proven ability to manage situations with tact, diplomacy, and good judgement.
- Excellent written and oral communication skills.
- Well-honed cross-cultural competencies. Commitment to advancing diversity, equity, and inclusion through programming and in organizational culture.
- High organization skills and ability to prioritize duties and focus on key outcomes. Ability measure impact based on outcome over activity
- Agility and ability to work in highly matrixed organization
- Start-up mindset & "can-do" attitude
- Political astuteness to drive the Foundation's programs through ambiguity and competing interests

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- Previous experience in the philanthropic sector is a plus

Qualifications

- Bachelor's Degree (accredited four-year College or university) is required.
- Post-graduate degree in a relevant field i.e., environment, business, international development, foreign affairs, public policy, education

Language skills

- Fluent English (oral & written) and ideally also French or willingness to learn French
- Other languages are a plus

Location

- The location preference is Paris, Brussels, Amsterdam or Boston, the US
- Frequent travel is to be expected

How to Apply

To apply, please send your CV, and supporting statement to responses@russellreynolds.com by **15 June 2022**. Your supporting statement should succinctly highlight your motivation, experience, and skills against the requirements of the role. Please include the role title and reference number **2204-035P** in the subject of your email.

If you have a question about the position, or your application, please contact the Russell Reynolds Team at responses@russellreynolds.com.

Foundation S is an equal opportunity employer that embraces diversity to foster positive, innovative thinking that will benefit people worldwide.