EXECUTIVE SEARCH FOR

Senior Vice President, Chief of Programs

Americares
americares.org
LETTER FROM THE PRESIDENT & CEO

As Americas President and CEO, it is with great pride and excitement that I invite you to consider applying for the position of Senior Vice President, Chief of Programs at Americas.

On March 14th, I took the helm of this extraordinary organization, having joined in 2016 as the Chief Development Officer and, more recently, as Executive Vice President. To my role as CEO, I bring over 20 years of championing humanitarian causes, having held several senior leadership roles at other INGOs.

As CEO, I am focused on continuing to position Americas as a leader in global health and building the organization’s global footprint, supporting and nurturing our talented and dedicated staff, and ensuring we have the resources to accomplish all our ambitious goals.

Today, Americas is poised for significant growth and impact. While we are an experienced organization with over 40 years of history, we continue to innovate and evolve at a rapid pace. Our unique role to play in global health development is to make smart investments in local health centers. When these local health providers thrive, so do the people in their communities. While we are a deeply programmatic organization with a diverse and complex set of intervention approaches, yet all our work is rooted in this simple yet powerful strategy.

Currently, every single member of the Americas global staff is working to respond to the COVID-19 pandemic. We are engaged in a multifaceted response while also thinking ahead to how this pandemic will inevitably affect the long-term needs of the communities we serve and how we can best meet those needs. This crisis will only make the need for our programming greater in the months and years to come.

The SVP, Chief of Programs will be a true partner to me in helping determine the programmatic vision and future of Americas while providing strong leadership to a global team of program staff. We are seeking someone who is globally minded with experience leading U.S. and international programs at an INGO. The new SVP will not only be a visionary with strong communication skills but also someone with strong management skills and experience leading a global staff of talented professionals. Additionally, we are seeking someone with expertise in both clinical health and field operations. Finally, the new SVP will be a champion for resource development—among both private and public funders.

I invite you to review this position profile and consider your potential to serve as the next SVP, Chief of Programs for Americas. We are deeply committed to our vision of creating a world in which all people have pathways to good health and opportunity. If you are a seasoned global health professional interested in joining us in achieving this vision, we would be delighted to hear from you.

Sincerely,

Christine Squires
President & Chief Executive Officer
ABOUT AMERICARES

Americares saves lives and improves health for people affected by poverty or disaster so they can reach their full potential. Health is essential. With good health, children can attend school, parents can be productive at work, and neighbors can work together to build strong communities. But millions of people around the world don’t have access to the health services they need. We seek to change that.

For 40 years, Americares has tackled the most complex health problems in the U.S. and around the world. By following our core values, Americares has maintained its position as a leader in thought and action for decades.

- **Collaborative:** We achieve significant and lasting impact by combining the expertise and resources of our staff, partners, and the people we serve.
- **Accountable:** We measure and demonstrate results to serve our diverse communities, partners, and donors with transparency and integrity.
- **Responsive:** We listen to the communities we serve and respond compassionately and nimbly to their needs.
- **Effective:** We make a difference by working productively, using resources wisely and efficiently, and producing meaningful, sustainable outcomes.

Since our founding in 1979, Americares has delivered more than $18 billion in humanitarian assistance to people in 164 countries around the world. Every day, we put critically needed medicines and supplies in the hands of frontline health workers and deliver innovative, sustainable health improvements in their communities. We are the leading nonprofit for delivering donated medicines and medical supplies to health programs around the world. We leverage this core competency with emergency preparedness, response and recovery efforts, and programs that improve health outcomes. Our programs increase access to care in more than 90 countries every year.
$900M
million in life-changing programs, medicine and medical supplies each year.

30+
emergency responses every year, on average.

20+
countries with ongoing health programs, including the United States.

4,000
health centers supported in the U.S. and around the world.

1,000
trips by volunteer medical teams supported by Americares each year.

98%
of resources support health programs for people in need.

Access to Medicine

9.9
million prescriptions

16.4
million supplies

2 million
people reached by medicine alone

93 countries
reached by any program

4,400
health centers supported
Strategy

Our strategy is built on a singular idea: When local health centers thrive, so do people in their communities. Access to quality health care is critical. If health services are far away or costly, the result can be deadly. Americares invests in local health centers—the health posts, community clinics, and hospitals that make good health possible for millions of people in the U.S. and around the world.

Americares has a transformative aspiration: to play a more integral, vital role in global public health solutions within the next decade and quadruple their ability to serve people in need. Building on our core strengths, and expanding our capacity, Americares plans to significantly expand programs and partnerships that integrate medical and other resources to create critical public health outcomes. Additionally, we will be focused on expanding our global footprint and maintaining the entrepreneurial and nimble culture that has defined us for decades.
Programs

With a focus on thriving local health centers, Americares accomplishes our objectives through specific program areas (Access to Medicine, Emergency Programs, Clinical Services and community health) and five key health themes (Women and Children’s Health, Infectious Disease of Outbreak Potential, Chronic Disease, Mental Health/Psychosocial and Health Systems Strengthening).

Access to Medicine: Increase access to quality medicine and supplies to improve health for people and communities

- Building on our position as the leading nonprofit provider of donated medicine and supplies, we increase access to these critical resources for health centers and their patients, integrate medicine and supplies into health programs, improve local supply chain capacity and seek innovations in improving access to medicine for people in under-resourced communities.

Emergency Programs: Advance capacity and resilience across the continuum of disaster preparedness, response and recovery

- Our emergency programs save lives and improve health by strengthening the speed, scale and quality of medical aid and health services. Drawing on decades of experience, we respond rapidly to improve and protect the health and well-being of people affected by disasters and disease outbreaks. In the days, months and years after a disaster, we work with local health centers to restore core health services and rebuild infrastructure. We also help health centers in disaster-prone communities strengthen resilience by preparing for and mitigating the effects of disasters and climate- and conflict-related hazards.

Clinical Services: Enhance quality clinical services that improve patient-level clinical care

- We work with local health centers to meet the most critical needs of women, men and children in the surrounding community. Included are efforts to improve access and quality, ensure adequate infrastructure, strengthen health worker capacity and improve their ability to adjust rapidly to changing health needs.

Community Health: Design and implement clinic-to-community programs that measurably contribute to healthier lifestyles and disease prevention

- Leveraging our extensive network of local health centers, we work to reduce preventable illness and death and improve overall health outcomes at the community level. This clinic-to-community model is key to an integrated approach that links treatment services to disease prevention efforts and health education and promotion. We establish models of best practice and replicate our evidence-based successes.
Financial Position & Resource Development

Americares has an annual operating budget of more than $60 million. Through 250 corporate partners and 100,000 donors, the organization annually delivers over $900 million in programs and distributed medical gift-in-kind assistance.

Americares creates unparalleled leverage for donors' philanthropic dollars by using donated medicine and supplies and the local infrastructure of our partners: More than 98 percent of our resources directly support health programs. Americares has earned a four-star rating—the highest possible—from Charity Navigator for four consecutive years.

Traditionally, Americares has relied on private funding. However, in the last three years, Americares has diversified its funding base to include public funding, fee-for-service income, and other innovative resource initiatives. Both private donors and public funders will continue to be important, and success in both relies on the delivery of results in the program implementation. Programmatic funding has more than doubled as have the numbers of countries we work in programmatically. Continued growth in both depth and breadth of programming continues to be an organizational mandate.

Team

The Americares staff of more than 500 are distributed across the Americares headquarters in Stamford, Connecticut and current field offices in Colombia, El Salvador, India, Haiti, Liberia, Malawi, Puerto Rico, Philippines, and Tanzania. The SVP, Chief of Programs oversees the majority of these widely disseminated staff.

For more about Americares, visit www.Americares.org.
THE OPPORTUNITY

Americares is seeking a highly experienced, collaborative, and entrepreneurial SVP, Chief of Programs (SVP) to oversee all U.S. domestic and international program areas, providing strong leadership for program teams and driving the expansion of Americares programs and impact. This is a critical role for Americares, and for the global health landscape broadly.

The SVP, Chief of Programs oversees the organization’s global public health and model clinic programs, global partnerships, disaster management, and gift-in-kind distributions. This includes the effective distribution and use of more than $900 million of donated medicines and supplies annually and the growth and expansion of new programs as an extension of this work. The SVP is also responsible for driving the strategic direction for the team, directly managing five Vice Presidents and a global team of more than 300 total, and for the successful execution of all initiatives and activities within the Program Division.

The SVP, Chief of Programs is a key member of the Leadership Team, participating in cross-organizational strategies and initiatives and strengthening the organization’s efforts to raise both private and public revenue, helping to develop a robust pipeline of institutional grant opportunities through existing channels, as well as developing new projects and funding sources. As such, the SVP works in close collaboration and coordination with the development and operations teams to support organizational priorities around fundraising and the placement of gift-in-kind resources.
Key Responsibilities

Strategic Leadership
- Consistent with Americares broader strategic plan, the SVP, Chief of Programs will work closely with the CEO and Leadership Team in the implementation of strategic objectives, priorities, plans and initiatives for the program team and the broader organization. In addition to providing a compelling vision for programmatic solutions, the SVP, Chief of Programs will also provide the leadership required to effectively structure and optimize a high-performing global team.
- The SVP, Chief of Programs will work with the Leadership Team to identify business opportunities and be responsive to new and evolving funding and partner priorities. Externally, the SVP, Chief of Programs will be a thought leader in the global development space, an active participant in ongoing dialogues with large public and institutional funders, other public health organizations, and local partners, and a compelling spokesperson for Americares as needed.

Program Oversight
- The SVP, Chief of Programs leads a team of program and partnership management staff to identify opportunities, build networks, and grow/create partnerships in support of health program development centered on disaster management (preparedness, a first-response strategy and expanded post-emergency recovery programs), global public health (access to medicines, non-communicable disease prevention and care, health system strengthening, maternal/child health and water, sanitation, hygiene) and primary care clinic models in Connecticut, Mumbai, El Salvador and in our emergency programs.
- The SVP, Chief of Programs will identify needs and trends in the global development space (including the U.S. safety net healthcare landscape) and the strategic programing that addresses them, such as growing chronic disease trends, attention to mental health and climate crisis adaptation, resilience and mitigation. They will leverage their knowledge and contacts across the global health development community to identify opportunities for program development that advance the organization’s vision and mission with creativity and entrepreneurship.
- The SVP, Chief of Programs will oversee the process and system to ensure proper tracking of new program opportunities and will work closely with finance and grants management to manage pricing models and billing procedures to bids.
- The SVP, Chief of Programs will manage programs and budgets using quality metrics and compliance measures that meet donor requirements and the highest industry standards. The SVP, Chief of Programs will establish and monitor the outcome measures of the global health programs and support the further development of the Americares M&E program to ensure the compliance of Americares programs with donor requirements/expectations and applicable regulations, effectively demonstrating our results and impact.
Team Management

• The SVP, Chief of Programs provides strategic leadership and direction on the development and support of a high-performing program and partnership management staff. This includes effective communication, leadership and mentoring to help develop staff and maximize their potential for success. The SVP will develop strategic goals and objectives for the team and ensure that goals align across units, as well as organizationally, and monitor progress to ensure that team members are on track with goals, course correcting when needed.

• The SVP, Chief of Programs will harness the team's abilities to also identify program activities and support new growth, including strengthening proposal development capability, implementing efficient decision-making processes, and establishing clear goals and outcomes for all programmatic activities and initiatives.

Business Development/External Relations

• The SVP, Chief of Programs plays an important role in both marketing and development, ensuring strong collaboration and coordination between program and development teams. They will serve as a compelling, credible spokesperson for Americares, helping to raise the organization’s visibility within the U.S. development community, including government, foundations and partner organizations, positioning Americares to successfully compete for funding and broadly share contributions and successes.

• The SVP, Chief of Programs also develops and manages strategic external partnerships, leads the implementation of a sound public grants strategy that ensures increased public revenues for the organization.
CANDIDATE PROFILE

Strong candidates will bring senior leadership experience in global public health or closely related fields, the knowledge and vision required to help set a clear path forward for Americares, a track record of designing, implementing, and growing high-impact programs, innovative thinking and problem-solving skills, and exceptional team and people management abilities.

They also will bring many of the following skills and characteristics:

• Current understanding of trends in global health, with a record of creative and successful partnerships with other organizations and relevant networks and creative solutions for complex challenges

• Clinical expertise and a strong understanding of health systems and health system strengthening

• Track record of successfully managing and growing high-performing, globally diverse teams, with the ability to build effective team structures and prioritize amidst competing demands in complex environments

• Excellent communications and interpersonal skills, with high E.Q. and the ability to effectively communicate with a wide range of stakeholders internally and externally, including the ability to be an effective external spokesperson for Americares

• Exceptional strategic abilities with demonstrated experience in the creation and implementation of a growth strategy that results in measurable impact

• Understanding of the U.S. healthcare safety net (providers and organizations that provide healthcare to low-income, uninsured and underinsured populations), local and national health issues, primary care, and pharmaceutical companies would be beneficial

• Experience with NGOs, localization and partnership management, ideally including experience/exposure to gift-in-kind/medical commodity distribution to gift-in-kind/medical commodity distribution to quality local partners; experience living/working in the field preferred

• Deep commitment to using data for program monitoring, evaluation, and improvement and scaling up evidence-based best practices

• Strong business acumen and the ability to manage a complex budget and department

• Knowledge of USAID and other USG funding and experience working with multi and bilateral donors as well as other foreign donor governments

• Cross-cultural understanding and interpersonal awareness, including the ability to build authentic and productive relationships, collaborate across boundaries (both organization and geographical), and lead with service and humility

• Authentic mission alignment and a deep personal commitment to the Americares mission and strategy

• Flexibility, resilience, a sense of humor, and the desire to be part of a supportive, caring culture and environment

Compensation & Benefits

Compensation for this opportunity has been designed to attract a leader of significant accomplishment.

Location

Stamford, CT preferred, other locations considered.
EXPRESSSION OF INTEREST

Koya Leadership Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Molly Brennan, Founding Partner and Executive Vice President, and Nicole Kamaleson, Managing Director of the Global Practice are leading this search.

To make recommendations or to express your interest in this role please visit https://talent-profile.koyapartners.com/search/3953. All nominations, inquiries, and discussions will be considered confidential. Only completed applications, with both CV/resume and cover letter (addressing motivation and suitability per the role specifications) will be presented to the client.

Americares is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+, and other underrepresented applicants.

About Koya Leadership Partners

Koya Leadership Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone.

For more information about Koya Leadership Partners, visit www.koyapartners.com.