SEARCH FOR
President, MiracleFeet
Chapel Hill, NC
ABOUT MiracleFeet

Launched in 2010, MiracleFeet is a fast-growing and entrepreneurial nonprofit organization that is passionate about transforming the lives of children born with clubfoot in lower-income countries.

Untreated clubfoot is one of the leading causes of disability in much of the world, affecting one in 800 children globally. Left untreated, clubfoot makes it difficult and painful to walk. Ninety percent of those affected live in low or middle-income countries where there is limited or no access to proper treatment. Children living with untreated clubfoot are often denied the opportunity to go to school, participate in community activities or obtain meaningful work. It is well documented that children living with disabilities in low income countries are among the most vulnerable in the world. Hidden away due to the stigma associated with disability, they suffer from higher rates of neglect, malnutrition, physical and sexual abuse, illiteracy and lifelong poverty.

MiracleFeet was created to end clubfoot disability by ensuring all children with clubfoot, regardless of where they are born, have access to treatment, enabling them to live fully productive, active, and healthy lives. Treatment is non-surgical, relatively simple, inexpensive and restores full functionality to the feet in 95% of cases.

With an innovative health system change model, MiracleFeet partners with local healthcare providers in public hospitals to build the capacity to treat cases in low- and middle-income countries. The efficiency of this implementation model combined with the effectiveness of the Ponseti Method, a non-surgical procedure considered the ‘gold standard’ of treatment, makes it possible to scale access to treatment in a way that is comprehensive, sustainable and low cost. MiracleFeet can fully treat a child for $500 per child. Treatment is provided for free or extremely low-cost to all families. Click here for more information on MiracleFeet’s model and approach.

Clubfoot affects one out of every 800 children worldwide, making it one of the most common birth defects in the world.
MiracleFeet has an enviable 10-year track record of growth in impact, measured by new children enrolled and new countries entered, relying primarily on funds from high-level donors and foundations. MiracleFeet has enrolled over 44,000 children in treatment in 26 low- and middle-income countries and anticipates reaching the milestone of 50,000 children enrolled in treatment this year.

MiracleFeet's vision is a world where every child born with clubfoot receives treatment that enables them to live a healthy and productive life.

This lean organization is at an important inflection point. MiracleFeet has proven its model works, validated by extensive M&E data on treatment results for every child enrolled as well as by an outside impact evaluation conducted in 2019. It has scaled deep, reaching over 70% of children born with clubfoot in several countries, as well as scaling the model geographically across 26 countries. It has successfully developed and deployed an innovative suite of tools to facilitate scaling, including a low-cost brace developed with Stanford University, a data collection app and sophisticated M&E system funded by Google.org, and, coming in 2020, online learning tools developed in partnership with the Global Clubfoot Initiative and Boston Children's Hospital.

MiracleFeet has plans for continued growth, and together with the Global Clubfoot Initiative (“GCI”), has developed an ambitious global strategy outlining a roadmap for solving this problem forever. With an unusually high philanthropic return on investment (each child treated generates an average of $120,000 in additional lifetime earnings), this is a problem we can solve in our lifetimes. Click here for more information on MiracleFeet’s goals and the strategies employed to achieve them.

**MiracleFeet is ready to scale so that no child suffers the unnecessary disability, indignity and pain of untreated clubfoot.** We invite you to help us make this a reality through strong, inspiring leadership, a commitment to excellence in program execution and a passion for changing the future for generations of children.

For more information on MiracleFeet please visit [www.miraclefeet.org](http://www.miraclefeet.org).
THE OPPORTUNITY

Building on the success of the last decade, MiracleFeet is seeking a President to lead the implementation of its bold global strategy, working collaboratively with the CEO, Board, staff, donors and external partners.

This is a newly created role at MiracleFeet designed to bring additional experienced leadership to help us further refine and implement the operating model and build the infrastructure needed to support ongoing growth and impact, allowing the CEO to step back from day-to-day management of the organization to focus almost exclusively on increasing sources of funding from institutional and major donors and on advocating for clubfoot as a global health priority.

The primary metric for success in this role will be the ability to scale MiracleFeet to double the number of children enrolled in treatment in the next five years while maintaining high treatment quality and completion rates.

To accomplish this, the President will prioritize the following:

• Establishing a collaborative and inspired internal culture with strong alignment around the exciting long-term vision of ending clubfoot disability globally;
• Building the team, infrastructure and systems needed to support MiracleFeet’s ambitious growth goals;
• Acting as a thought partner to the CEO and leadership team in further refining, communicating, and implementing the long-term strategic plan;
• Developing and executing detailed annual operating plans and budgets; and
• Establishing a highly collaborative partnership with the founding CEO.

The President will report to the CEO and act as direct supervisor of MiracleFeet’s Leadership Team.

The President will oversee the following: Director of Finance and Admin, Director of Marketing and Communications, Interim Director of Development, Director of Programs and Director of Program Operations.

The President will be based at the MiracleFeet office in Chapel Hill.

Chapel Hill, a vibrant college town, is in the fast-growing Research Triangle Area of North Carolina. Known for good public schools, a world-class university, a high tech and research-orientated business community, and easy access to North Carolina’s beautiful coast and mountains, Chapel Hill is an attractive place to live. The cost of living is below many major East and West coast metropolitan centers, while the region boasts a diverse range of cultural and social activities.

The MiracleFeet team is made up of professionals with broad experience in public health, philanthropy, social entrepreneurship, physical therapy, social work, nonprofit management, marketing, communications, and business.
KEY RESPONSIBILITIES

**Strategic, Programmatic and Operational Leadership**

- Act as a thought partner to the CEO, Board of Directors and leadership team to translate the long-term vision into actionable plans to build the infrastructure, staffing and systems needed to scale impact.
- Develop a three-year operating plan with measurable objectives, targets and budgets to support the overall strategic vision. Lead and manage the leadership team to execute against those detailed plans.
- Work with program leaders to continue to refine the program model, leveraging data analytics, technology, and public health best practices.
- Make full use of metrics, evidence and data collected, encouraging and coaching colleagues to use them at all levels to inform and prioritize future action across program activities including in innovation, expansion to new countries and rate of growth in existing countries.
- Navigate the complexities and challenges of working across countries, cultures and time zones.
- Report to CEO regularly, and to Board quarterly, on progress towards goals, highlighting any serious concerns or particular challenges.
- Collaborate with MiracleFeet India, established as a stand-alone entity in India and responsible for delivering similarly high growth and patient enrollments.
Organizational Culture and Team Engagement

• Champion and nurture a team-based environment that motivates and inspires staff to work collaboratively and effectively towards the organization’s vision and goals.
• Promote and operationalize MiracleFeet’s values of collaboration, justice, ambition and integrity internally.
• Hire, retain and develop talent with a deep commitment to building an environment that respects and values diversity with special attention paid to inclusion of our remote-team members.
• Lead the development and implementation of internal policies and procedures that facilitate the success of team members and the organization.
• Inspire the team to meet the highest ethical standards and prioritize the safety of the team and the wellbeing and dignity of the children MiracleFeet supports at all times.

Fundraising & Ambassadorship

• Support the CEO in her goal of doubling funds raised to create long-term financial sustainability for MiracleFeet by attending high level donor meetings, providing input to complex proposals and strengthening the overall fundraising and marketing strategy.
• Build meaningful relationships with new and existing donors to reduce the risk associated with strong donor ties to the co-founder.

This role requires domestic and international travel often to poorly-resourced environments.
CANDIDATE PROFILE

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

• **Executing for Results:** The President brings the drive and ability to develop, implement, and promote the strategies needed to reach ambitious organizational goals. The President will have a proven record of prioritizing objectives and converting strategy into effective execution. The ideal candidate possesses the ability to properly balance collaboration and decisiveness, understanding where input is needed and then driving effectively and efficiently toward execution. The President will be adept at working with small, lean teams to create a more robust organization with the capacity to scale. The President possesses the curiosity and drive to stay ahead of trends and innovations in the social entrepreneurship, public health and disability fields in order to identify how emerging trends may impact MiracleFeet’s work and how they can be integrated into organizational design and strategy.

• **Building Relationships and Leading Through Influence:** The President will have a proven track record of building and leading high performing teams in support of achieving the organization’s goals. The President will inspire confidence and provide guidance to the leadership team in a chapter of significant growth and scaling, helping them develop effective plans and solutions and navigate through challenges and obstacles to achieve goals. This executive possesses the ability to manage through change with flexibility and poise. The President will bring demonstrated experience establishing rapport and cultivating relationships across the organization, including the leadership team, Board of Directors, donors, foreign governments, partner organizations and other external stakeholders.

• **Ambassadorship:** Highly articulate and a deft communicator, the President will easily convey MiracleFeet’s vision, successes and opportunities with passion and intensity within the organization and to external stakeholders. The ideal candidate brings a high level of cultural competency especially with international partners and team members. The President has the ability to engage with high-level donors and philanthropic partners and the empathy to engage effectively with international partners and beneficiaries. This leader brings a commitment to working collaboratively with local and international NGOs, academic and corporate partners, public health and healthcare professionals, Ministries of Health and multilateral organizations to drive long-term sustainability.

• **Passion for the Mission:** The President is passionate about improving the lives of thousands of children by ending disability caused by untreated clubfoot. This individual will bring a deep appreciation for the challenges that nonprofits face and an excitement to be part of a team that is deeply committed to solving a global problem.
EXPRESSION OF INTEREST

Koya Leadership Partners has been exclusively retained for this search. Anne McCarthy, Nicole Kamaleson and Domino Gehred-O’Connell are leading the engagement.

To make recommendations or to express your interest in this role please email miraclefeet@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

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