



Chief Executive Officer

August 2025



Welcome Letter

The world faces a continuous and unrelenting series of humanitarian crises. These crises are exacerbated by climate change, increasing economic disparity and an inability to find political solutions to address the root causes of many conflict situations. The humanitarian and development community persists in using supply driven approaches that are incumbered by expensive bureaucratic layers while consistently undervaluing the critical role of communities in recovery. Critically, there is a limited focus on sustainable infrastructure solutions to rebuild homes, schools and health facilities.

We founded GER³ to directly address these challenges. GER³ focuses on starting the recovery and reconstruction process as early as possible while going deep into repairs to infrastructure linking together the relief, recovery and reconstruction phases of a crisis response. We prioritize the most vulnerable through rigorous selection processes that are led by the communities and are constantly putting the communities at the center of the recovery. We bring forward green recovery solutions working with communities to identify innovative approaches that make sense in the local context while also ensuring high levels of accountability. As a result, communities recover more rapidly and are empowered to rebuild better than before.

GER³ started with the intent of more tangibly making a positive impact using our extensive expertise in the humanitarian sector to fill critical gaps that we were seeing one crisis response after another. When we first launched operations in 2017, GER³ resources were limited to volunteers and donations from family and friends. In 2017, UNDP provided the organization with its first donor funding in response to hurricane Matthew in Haiti. The grant supported local Haitian teams to recycle wood from fallen trees that were then used to help rebuild homes and local businesses. In response to Hurricane Dorian in the Bahamas, we worked over five years to fully realize the GER³ approach of linking relief, recovery and reconstruction supporting the reconstruction

and improvement to over 200 homes and 10 schools. As we consistently demonstrated the value and impact of the GER³ approach, resourcing has followed with most funding coming from family foundations, UN agencies and indirect cost recovery on grants. Currently local teams are providing services in Ukraine and Los Angeles with 20 team members (5 in LA, 11 in Ukraine and 4 based remotely). This small but mighty team is having a significant positive impact every day working hand-in-hand in communities to help the most vulnerable persons and families recover from crisis.

GER³ is at a key inflection point in its evolution. We've grown our impact and the organization to continue delivering at greater scale. The team and our overhead costs have remained small allowing us to build up some financial reserves to fund the hiring of our first-ever CEO. Our small leadership team of dedicated remote based personnel that's co-led the organization are starting families and pursuing new educational opportunities. The Board President cannot currently provide the type of consistent daily management support and direction that the team needs and deserves. Thus, the Board of Directors has approved the creation of a new CEO position that will lead the organization into the years and decades to come.

The future for GER³ is extremely bright. A strong foundation of operational excellence and a reputation for community led impact is already established and that is delivered through a highly motivated and robust team. All of this can and will be leveraged to have an even greater positive impact on crisis impacted communities. GER³ is a massive opportunity that requires strategic leadership and excellent operational management.

We very much look forward to connecting with aspiring and highly motivated candidates who believe that they can help this extremely special organization to realize its full potential.





About GER³

Founded in 2017, Global Emergency Relief, Recovery & Reconstruction (GER³) is a US-based, small but rapidly growing non-profit humanitarian organization that supports crisis-affected communities globally to build back better through integrated relief, recovery, and reconstruction services. GER³ provides immediate relief supplies, clears the debris left by a disaster and rapidly starts the recovery and reconstruction process with a focus on affected homes, schools, and health facilities. Our commitment to immediate relief and long-term reconstruction allows for a more efficient and resilient recovery process. GER³ uses sustainable, culturally appropriate, and locally-led interventions to aid the most vulnerable communities affected by crisis.

Currently operating in Ukraine and Los Angeles, GER³ has operated in 9 countries over the past 8 years, with the current annual budget of about \$6.5 million. As we scale our impact, we seek a strategic and mission-driven CEO with the executive capabilities to lead our organization into its next chapter of positive impact.

The Role

Role:

Chief Executive Officer

Location:

~20% international travel required with periodic travel to Ukraine, Los Angeles and other operational locations

Reports to:

Board of Directors

Type:

Full-Time

Compensation:

\$150,000 - \$200,000, commensurate with experience, plus benefits

Application Timeline:

- Application Deadline: Oct 17
- Preliminary Interviews: Oct 29 – Nov 5 (virtual)
- Round 1 Panel Interviews: Nov 13-25 (virtual)
- Round 2 Panel Interviews: Dec 1-3 (virtual)
- Finalist Interviews: Dec 6-7 (in-person)





Job Summary

The Chief Executive Officer (CEO) is responsible for the overall strategic, operational, and financial leadership of the organization. Reporting to the Board of Directors, the CEO will drive mission fulfillment, ensure organizational sustainability, effectively manage risk and lead a passionate, international team. The ideal candidate brings a blend of nonprofit leadership proficiency, global humanitarian experience, and entrepreneurial spirit.

What We Offer

- A unique opportunity to lead a mission-driven organization during a critical period of growth.
- A committed, high-performing and values-driven team with a supportive Board.
- Flexible work environment with meaningful impact on global and local communities.

Key Responsibilities

Leadership & Strategy

- Provide visionary and strategic leadership to advance the mission and long-term goals of the organization.
- Lead the development and execution of strategic plans, ensuring alignment with evolving global and local needs.
- Guide and manage the continued growth and development of the organization in terms of personnel recruitment and policy development to scale organizational impact.
- Cultivate a culture of integrity, inclusion, high performing teams and excellence.

Operations & Program Oversight

- Oversee effective implementation and management of current and future response programs.
- Ensure high standards of program quality, impact measurement, and accountability.
- Foster coordination between field and headquarters operations for consistency and shared learning.
- Lead the GER³ Board in the decision-making process for when to respond to a disaster.

Fundraising & External Relations

- Serve as the chief spokesperson and advocate for the organization.
- Build relationships with donors, partners, and stakeholders to expand resource development.
- Lead fundraising strategy, including major gifts, grants, private foundations and institutional partnerships.

Financial & Organizational Management

- Ensure sound financial oversight and long-term sustainability.
- Work with the finance team to develop and manage budgets and reporting.
- Oversee compliance with legal, regulatory, and ethical standards in all countries of operation.

Board Engagement

- Collaborate with the Board of Directors to set organizational direction, strategy and priorities.
- Keep the Board informed with timely, transparent reporting and analysis.
- Support Board development and recruitment aligned with organizational growth.





Candidate Profile

Required

- 8+ years of senior leadership experience in a nonprofit or humanitarian organization.
- **Must hold active United States work authorization.**
- Demonstrated experience managing teams and programs across multiple geographies and cultures.
- 2 + years of experience working at field level in humanitarian emergencies
- Proven success in fundraising and donor engagement.
- Experience in and strong understanding of the humanitarian, international development, and crisis response sectors.
- Excellent communication, organizational, and interpersonal skills.
- Willingness and ability to travel internationally including on rapid responses.

Preferred

- Familiarity with the humanitarian context in Ukraine or Eastern Europe.
- Experience leading an organization through growth or scaling phases.

How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy) e.g., Pat-Jones-CV-0825-GER3 or Pat-Jones-CoverLetter-0825-GER3.

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Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of GER³'s values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at nkennedy@oxfordhr.com in the first instance.





About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

Learn more at: oxfordhr.com



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