



CEO – GER³

September 2025

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	
Salary:	\$150,000 - \$200,000, commensurate with experience, plus benefits	
Timeline	Closing Date:	17 October 2025
	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)



Position Overview

The Chief Executive Officer (CEO) is responsible for the overall strategic, operational, and financial leadership of the organization. Reporting to the 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.

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.

Qualifications

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.

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.



How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this role, click on the "Apply" button on the job posting 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-Documents Name-Date (mmyy)-GER3 e.g., Pat-Jones-CV-0925-GER3 or Pat-Jones-CoverLetter-0925-GER3.

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.

Questions

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 Natasa Kennedy, Lead Consultant, at nkennedy@oxfordhr.com.

About Oxford HR

Oxford HR operates globally - mainly within the international development and charity sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector, and academic contacts from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our client.