

GLOBAL  
HEALTH  
CORPS



# Chief Executive Officer

Candidate Pack | June 2026

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# About Global Health Corps

Global Health Corps (GHC) is a nonprofit organization dedicated to advancing health equity by investing in bold, emerging leaders in public and global health. Founded in 2009, GHC believes that leadership is one of the most powerful drivers of systems change and that achieving health equity requires diverse, collaborative, and community-centered leadership.

For more than 16 years, GHC has recruited, trained, and supported young professionals working on the frontlines of healthcare and social impact across East and Southern Africa and the United States. Through its fellowship program, its Leadership Accelerators, and professional development opportunities, GHC equips leaders with the skills to navigate complexity, build coalitions, and create meaningful, lasting change in their communities.

GHC currently operates fellowship programs in Malawi, Rwanda, Uganda, Zambia, and the United States while maintaining a global network

of fellows, alumni, and partners. Its community includes more than 1,300 changemakers leading across 450+ institutions worldwide in areas such as public health, policy, advocacy, medicine, communications, research, and social innovation.

The organization is grounded in the principles of diversity, equity, inclusion, and health equity, recognizing that all people deserve the opportunity to live healthy and dignified lives. GHC acknowledges the structural inequities and historical power imbalances that continue to shape global health systems and works to foster more inclusive and equitable leadership across the sector.

GHC's impact and leadership have been recognized globally, including through its receipt of the 2018 Skoll Award for Social Entrepreneurship. The organization also earned the 2025 GuideStar Platinum Seal of Transparency, reflecting its commitment to accountability and organizational excellence.





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# The Role

Chief Executive Officer

Continental United States, or East/Southern Africa

Board Chair/Board of Directors

Full-Time

Approximately every 4-6 weeks, domestic and international.

\$200,000–\$240,000 salary for US-based candidates, commensurate with skills and experience; salary for candidates based in other locations will be benchmarked against local market rates. GHC also offers generous benefits packages for staff in the United States and Africa.

Candidates must have existing authorization to work in the country in which they are based.

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# Job Summary

The Chief Executive Officer (CEO) will lead GHC into its next chapter, building on a strong foundation to drive strategic growth, organizational sustainability, and scaled impact. This visionary leader will step into a mature, globally recognized leadership development institution in global health. In close partnership with the Board and Senior Leadership Team, the CEO will refine and execute GHC's strategy and business model - positioning the organization as a leading voice and platform for leadership development.

GHC operates as a lean global organization of ~25 full-time staff, working across multiple countries and time zones in the U.S. and East and Southern Africa, in a hybrid, largely remote environment. The CEO will regularly engage with fellows, alumni, partners and donors as a core part of GHC's leadership model and must be energized by direct interaction with these communities.

Through disciplined leadership and strategic stakeholder engagement, the CEO will be responsible for ensuring operational excellence, financial and organizational sustainability, mission and market fit, strengthening GHC's programmatic and earned-income model, and mobilizing the resources, partnerships, and talent required to deliver measurable impact. They will also be a visionary strategist capable of positioning the organization as a leadership development catalyst within the broader health development ecosystem.





# Responsibilities

## 1. Strategic Leadership

- Lead the development and execution of GHC's next phase of strategy, including programmatic focus, geographic footprint, and long-term growth & scale model.
- Translate strategy into clear priorities, measurable outcomes, and aligned organizational excellence.
- Partner closely with the Board to shape strategic direction, surface key decisions, and ensure strong governance and accountability.
- Drive clarity on GHC's leadership development model and its differentiated value within the global health ecosystem.

## 2. Financial Sustainability and Resource Mobilization

- Strengthen and evolve GHC's business model to ensure long-term financial sustainability and scalability.
- Own and drive a diversified revenue strategy, including philanthropy, institutional funding, and earned-income streams.
- Lead fundraising efforts in partnership with the Board and Development team, securing multi-year, high-value partnerships.
- Cultivate and steward new and existing strategic relationships with funders, individual donors, partners, and key stakeholders globally.

## 3. Stakeholder Engagement and Market Positioning

- Serve as the primary architect and ambassador of GHC's brand, clearly articulating a differentiated value proposition that positions GHC as a leading organization for leadership development in global health.

- Strengthen GHC's visibility, credibility, and market position to ensure it is consistently recognized, sought after, and competitive across funding and partnership ecosystems.
- Shape GHC's external narrative, translating impact into clear, compelling positioning that resonates with funders, partners, and decision-makers.
- Build and leverage strategic relationships and platforms to expand GHC's influence, partnerships, and resource mobilization opportunities.
- Ensure communications and thought leadership efforts directly support strategic priorities, strengthening brand equity and converting visibility into funding and long-term support.

## 4. Organizational Leadership, Culture, and Operational Excellence

- Provide visionary and intentional leadership to a high-performing, globally distributed team by fostering an inclusive culture rooted in empowerment, accountability, collaboration, and continuous learning.
- Ensure operational, financial, and governance systems effectively support strategic growth, organizational design, and resource allocation.
- Build and retain a strong, diverse leadership team with clear roles, effective succession planning, and a focus on developing diverse talent and leadership capability across all levels.
- Strengthen communication, decision-making, and cross-functional collaboration to drive organizational alignment and sustained performance.

# Candidate Profile

- 15+ years of senior leadership experience, with a track record of leading and growing complex, multi-country development organizations.
- Experience working in the development/global health sector with experience in Sub-Saharan Africa and/or the U.S. health sector.
- Demonstrated success in strategic leadership, driving organizational growth, transformation, and strategy execution in dynamic environments.
- Exceptional fundraising track record. Ability to generate, lead, and secure significant funding, including building and managing trusted relationships with major donors, foundations, institutions, and individuals.
- Experience developing and evolving growth business models, including diversified revenue streams (philanthropic and/or earned income).
- Appreciation for leadership development programs as a catalyst for systems change, with the ability to articulate their role in advancing long-term health equity and social impact.
- Solid track record of externally representing an organization and elevating its visibility and influence within relevant sectors.
- Experience working closely with a Board of Directors, including governance, strategic planning, and stakeholder management.
- Strong financial and operational acumen, with the ability to translate vision into execution.
- Demonstrated ability to lead, develop, and retain high-performing, diverse teams in globally distributed environments via clarity, trust, accountability, and resilience.
- Excellent communication and influencing skills, with the ability to engage senior stakeholders across sectors and geographies as well as GHC staff.
- Innovation mindset that encourages new ideas, takes calculated risks, and continuously improves systems, programs, and approaches.
- Demonstrates integrity, humility, emotional intelligence, sound judgment, and a strong sense of accountability and ethics.





# 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 posting page, complete the 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 position and how your skills and experience make you a good fit for it.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy) -GlobalHealthCorps (for example, “Pat-Jones-CV-062026-GlobalHealthCorps” or “Pat-Jones-CoverLetter-062026-GlobalHealthCorps”).

## Timeline

Applications will be reviewed on a rolling basis; early applications are encouraged. The role is anticipated to close at the end of June.

## Selection Process

Steps in the selection process may include a written questionnaire, preliminary conversations with Oxford HR, and approximately three rounds of interviews with Global Health Corps stakeholders.

All candidates will receive an update regarding their application once the role has closed. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

## Equality Statement

Equality and diversity are at the core of Global Health Corps' 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 conversation about the position, please email [nkennedy@oxfordhr.com](mailto:nkennedy@oxfordhr.com) or [tvanbastelaer@oxfordhr.com](mailto:tvanbastelaer@oxfordhr.com) in the first instance.

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# 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](https://oxfordhr.com)





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