



## JOB VACANCY

IDENTIFICATION	
JOB TITLE	Chief Executive Officer
REPORTING TO	Group Leadership Team Amref Health Africa Headquarters
NO. OF VACANCIES	1
PROGRAMME	Germany
PHYSICAL LOCATION	Bonn, Germany

Amref Health Africa was founded in 1957 and has since grown to become the largest African-based international health development organization, currently implementing more than 120 programs, directly reaching more than 12 million people across 35 African countries. Headquartered in Nairobi, Kenya, Amref Health Africa has offices in ten countries in Africa and an additional eleven advocacy and fundraising offices in Europe and North America. In the spirit of Ubuntu, partnership and networking are key elements of our approach. Amref has a staff complement of over 1,500.

Amref Health Africa is driven by its vision of ***'Lasting health change in Africa'*** and its mission ***'To catalyze and drive community-led and people-centered health systems while addressing social determinants of health'***. We believe that the power to transform Africa's health lies within its communities, and therefore strive to ensure that health systems are not only functional but that communities are empowered to hold these systems accountable for the delivery of quality and affordable health care.

## JOB PURPOSE

The Chief Executive is set to assemble a select team of highly skilled experts, equipped with the necessary experience to facilitate the initial setup and expansion phase of the Amref office in Germany. Aligning with the Amref Health Africa Corporate Strategy for 2023 – 2030, the primary focus will be on generating unrestricted funds. These unrestricted funds are essential, as they grant the organization the flexibility required to implement its strategy effectively. Therefore, securing unrestricted funds will take precedence over obtaining restricted funds.

It is also critical to raise the profile of Amref to enable us to achieve successful advocacy and to build partnerships that will enable us to fulfill the goals set out in the strategy. Therefore, ensuring good visibility and thought leadership are essential elements in Germany. Building a relevant and engaged network of partners and donors will contribute to success, and will need to be developed for Germany over time.

The Chief Executive also holds responsibility for maintaining and developing strong and productive relations within the Amref Health Africa worldwide network: from Headquarters in Nairobi, country offices across Africa, subsidiaries in Kenya and affiliate offices across Europe and North America.

Given the establishment of the Germany office as a gemeinnützige GmbH and a subsidiary of Amref Health Africa headquarters, its oversight and ownership rest directly with the mother organisation in Nairobi, which acts as the sole shareholder of the German entity. Consequently, the Chief Executive of Amref Germany will have a direct reporting line to the Group Leadership Team in Nairobi.

## REPORTING LINES

REPORTING TO THE JOB HOLDER (IF ANY)
Head of Fundraising & Communications; Head of Finance and Administration

## **KEY RESPONSIBILITIES**

### **LEADERSHIP**

- Inspire, lead and develop the Amref Germany team by providing clear direction within a culture.
- Show the willingness and ability to manage change, collaborate in new ways, identify, and promote talent, pursue opportunities and take calculated risks.
- Lead the development and implementation of strategy for Amref Germany, working with the team to ensure a coordinated and consultative process and an impact- focused approach.
- Lead the operation in the development and delivery of multi-year business plans that provide a clear operational framework for the achievement of the strategy.
- Ensure that the operation develops and monitors key performance indicators and regular reports covering income targets, cost recovery, organizational efficiency and operational impact, and maintains and acts upon a relevant and complete risk register.
- Provide analysis and anticipate shifts in the external environment to identify both opportunities and risks for the mission of Amref Health Africa in Germany.
- Ensure organizational effectiveness through the implementation of robust systems and internal accountability mechanisms. Procure the services of/hire, and manage consultants for highest possible efficiency and outcome for Amref Germany.
- Lead, support and develop staff of Amref Germany in a way that strengthens the interaction and work of people with different competencies, perspectives and experiences and builds a strong organization.
- Lead the operation in the development and delivery of a culture that promotes creativity, learning and the values of the organization

### **FUNDRAISING, COMMUNICATIONS AND ADVOCACY**

- Oversee, manage and grow fundraising programs in Germany.
- Drive ambitious growth and participate with Amref Headquarters to achieve critical income targets for the organization.
- Raise awareness on and advocate for important issues for the health of all in Africa, especially women, girls and groups in vulnerable situations, as part of the strategic work and together with Amref colleagues.
- Build networks and partnership to achieve greater impact.

### **INTERNAL AND EXTERNAL REPRESENTATION**

- Attend International Senior Leadership Team meetings and promote the German position on issues of strategic importance.
- Maintain strong, collaborative relationships with colleagues across Amref's European and North American offices and across Headquarters & African country offices.
- Promote Amref among external audiences in Germany and raise its profile. Increase and fortify external profile and brand reputation.
- Develop and maintain high-level external relations, including high-value donors, and policy makers.
- Build strategic alliances and partnerships with like-minded organizations that are seeking to achieve health and development in Africa.

### **FINANCIAL MANAGEMENT**

- Oversee the development, implementation and monitoring of plans and budgets for a sustainable, diverse income portfolio for the organization, with a focus on unrestricted funds.

- Ensure that Amref Health Africa Headquarters is provided with appropriate and accurate financial reports and projections on a regular basis and provide contextual information to support their understanding of the information.

## **COMPLIANCE**

- Ensure that policies, systems and processes are in place and adhered to which ensure that Amref Germany is fully compliant with relevant legal and regulatory requirements in each of the countries it operates in. This includes employment legislation and best practice, and regulatory requirements.

## **GOVERNANCE**

- Work with the Group Leadership Team to ensure that they are well informed.
- Report on operational progress to Headquarters, being accountable for organizational performance and implementing decisions made by Amref Health Africa at the shareholder meetings.

## **COMPETENCIES**

- Leadership: create an understanding, commitment and enthusiasm for the way forward, inspiring others.
- Entrepreneurial: commercial acumen and political savvy to be outward looking and responsive to opportunities.
- Goal driven: driven to meet or exceed specific goals and objectives as quickly as possible. Focused on results, not the process, and will leverage resources available and solve problems creatively to get the job done.
- Behave ethically: understand ethical behaviour and business practices in the context of a values driven organization, and ensure that their own behaviour and the behaviour of others are consistent with these standards.
- Communication: able to communicate clearly and confidently with others to engage and influence; promote dialogue and ensure timely and appropriate messages, building confidence and trust.
- Influencing: personal credibility and gravitas combined with an ability to inspire and convince a range of audiences.
- Risk Management: proven experience of identification, timely escalation and management of risks.
- Foster Teamwork and Build Relationships: work cooperatively, dynamically and effectively with others, including remote teams, to set goals, resolve problems, and make decisions that enhance organizational effectiveness.
- Problem-solving: assess problem situations to identify causes, gather and process relevant information, generate possible solutions, and resolve the problem. Good diplomatic and negotiating skills.

## **STRATEGIC AND ORGANISATIONAL LEADERSHIP**

- Proven ability to lead substantial teams and prepared to provide hands-on support and mentorship to direct report.
- Personal integrity and management experience to create a leadership culture of trust, openness, and accountability for performance.
- Proven ability to build high performing teams through a commitment to delegation and empowerment, clarity of individual responsibilities and their related areas of personal or collective accountability.
- Sensitive to internal workings of a multi-national organization and ability to navigate the internal international structures to the benefit of project delivery and the interests of the Germany office.

- Demonstrable commitment to consultative leadership and collaborative working.
- A sound understanding of budgeting and financial management, ideally gained within the nonprofit sector.
- Proven experience of meeting the regulatory and compliance requirements of an organization of this type.

#### **REPRESENTATION SKILLS**

- Ability and presence to represent the organization to national and international stakeholders.
- Outstanding communication and advocacy skills to influence at the highest levels and engage with diverse audiences and media.
- Own experience of limited access to health is meriting as well as lived or close links to Africa.
- Ability to articulate Amref Health Africa's core strengths to existing and potential donors in a way that is both compelling and clear.
- Inventive in exploring new sources of income for the organization and tenacious in following up new leads.
- Ability to build strong and productive relationships with major donors, corporates, foundations and institutional donors.

#### **INTERNATIONAL DEVELOPMENT**

- Passionate about improving the health of people in Africa and championing the rights of women and girls.
- Sophisticated understanding of international development with a deep commitment to seeing Amref Health Africa thrive as the leading health organization on the African continent.
- Awareness of the particular health issues facing women and children in Africa and how Amref Health Africa's work can best improve their lives.

#### **How to apply**

Interested? Please send your CV with the title '**Chief Executive Officer – Germany**' to the email address [recruitment@amref.org](mailto:recruitment@amref.org). The closing date will be **Wednesday 15 May, 2024** and only shortlisted candidates will be contacted

*Duly note that Amref Health Africa does not require applicants to pay any money at whatever stage of the recruitment and selection process and has not retained any agent in connection with recruitment. Although Amref may use different job boards from time to time to further spread its reach for applicants, all open vacancies are published on our website under the Vacancies page and on our official social media pages. Kindly also note that official emails from Amref Health Africa will arrive from an [@amref.org](mailto:@amref.org) address.*

*Amref Health Africa is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. Amref Health Africa is an equal opportunity employer and has a non-smoking environment policy.*

