

Position Specification

ATscale, the Global Partnership for Assistive Technology

Chief Executive Officer

Our Client

ATscale is a global partnership with the goal of reaching 500 million additional people by 2030 with assistive technology to support them in participating as fully as possible in education, work, and everyday life. Today, over 1 billion people need at least one form of assistive technology (AT), such as wheelchairs, eyeglasses, or hearing aids, but over 900 million people (90%) do not have access to the AT they require. The number of people who need AT is expected to grow to more than 2 billion people by 2050.

Access to appropriate AT enables people with loss of function, disabilities, non-communicable diseases, and the aging population to participate in education, work, family, and community life. Lack of access to AT has significant consequences for individuals, their families, and the wider society. Without AT, individuals may experience isolation and exclusion from education, the labour market, and civic life. Lack of access to appropriate AT causes poorer health outcomes including premature death, deteriorating mental health, and increased risk of chronic health conditions and secondary complications, all of which lead to a higher burden on health systems. Increasing accessibility and affordability of AT unlocks unrealised economic potential and provides socioeconomic benefit for individuals, families, and countries by increasing productivity and participation in the workforce.

Launched at the Global Disability Summit in July 2018, ATscale was developed in response to the need for a new, catalytic approach to overcoming the significant gap in access to appropriate, high-quality, and affordable AT globally. ATscale is a cross-sector partnership for AT that aims to bring greater resources and strategic focus to this significant global challenge with the goal of reaching 500 million more people with life-changing assistive technology by 2030, to enable a lifetime of potential.

ATscale is currently governed by a Board represented by International Disability Alliance, Norwegian Agency for Development Cooperation, UK Foreign, Commonwealth & Development Office, United Nations Children's Fund (UNICEF), United States Agency for International Development, World Health Organisation and two unaffiliated Board Members, Phyllis Heydt and Jon Lomøy. Jon was recently appointed as ATscale's Inaugural Board Chair. ATscale has defined a strategy overview (<https://ATscale2030.org/strategy>) and published thorough market analyses and strategies for improving access to wheelchairs, hearing aids, eyeglasses and prostheses called Product Narratives (<https://atscale2030.org/product-narratives>).

ATscale's Secretariat and Fund are planned to be hosted by UNICEF. By hosting the Secretariat within UNICEF, ATscale's Secretariat will be embedded within the agency administratively.

The Role

ATscale is seeking to appoint its first Chief Executive Officer (CEO) to lead it in the critical early phase of its existence. ATscale is guided by a set of core principles to be user-centric, equitable, catalytic, galvanising, evidence-based, entrepreneurial, empowering, innovative and complementary. ATscale's activities will primarily focus on low- and middle-income countries in order to bring AT to under-represented and vulnerable communities globally; however, broad engagement will be critical to achieve global impact. While country-specific work will be important in overcoming barriers, leveraging opportunities, and mobilising resources, there will also be an emphasis on establishing strong global markets and growing an overall enabling ecosystem, which will require global engagement.

ATscale has established two, mutually enforcing, key objectives framing its initial work:

- **Objective I: Develop an enabling ecosystem:** Grow political will, mobilise investment, drive policy reform, and strengthen targeted systems
- **Objective II: Build and shape markets:** Interventions to overcome supply and demand-side market barriers for 5 priority AT.

The scope of AT is large, and in order to focus the work, ATscale identified five priority product areas for the next few years. The priority products are hearing aids, wheelchairs, eyeglasses, prostheses and assistive digital devices & software.

ATscale will have a yearly budget for grant making and administration in the order of \$10m-\$15m and the Secretariat is likely to include about 10 people.

Reporting substantively to the Board, including on all programmatic and investment matters, and with a formal administrative reporting link to the host of the Secretariat, the CEO will be responsible for ATscale's strategy development, operations and activities. The incumbent will perform the following duties:

Strategy and vision

- Together with the Board Chair and the rest of the Board, set and drive the vision and mission of ATscale.
- Develop organisational strategies, budgets, operational plans and policies for Board approval.
- Implement and iterate on ATscale's strategy to improve access to affordable and quality assistive products.
- Oversee the design and development of a range of new investments.

Financial oversight and management

- Manage Secretariat's day-to-day operations with oversight of budgeting, financial tracking, and compliance.
- Coordinate investments to programmes and/or contracts in alignment with the ATscale strategy and operational plans, per Board guidance.
- Ensure timely and accurate financial reports for the Board and stakeholders.

Programmatic Monitoring and Evaluation

- Ensure that the overall strategy of ATscale has clear metrics and goals.
- Ensure each investment has clear key performance indicators which are monitored and evaluated effectively.
- Report to the Board bi-annually on progress of the activities conducted, including results and financial information, and generate insights to improve results that serve ATscale's mission.

Resource mobilisation and advocacy

- Together with the Board, advocate and mobilise resources for ATscale and the broader assistive technology sector.
- Represent ATscale at external events through presentations and engagement on various committees, becoming a champion for AT among top policy makers.
- Develop respectful and robust collaborations with partners and stakeholders.

Governance and risk management

- Support the Board to organise meetings, and carry out Board's responsibilities, including timely communication about financial, programmatic and impact performance against work plans and goals.
- Maintain a strong and transparent working relationship with the Board and facilitate any technical support and advice the Board may require.
- Manage day-to-day relationship between ATscale and UNICEF, with support from the Board.
- Act to create compliance with all requirements of the policies and procedures of UNICEF and of donors.

Candidate Profile

ATscale is seeking its first CEO to lead this important new partnership to its goal of reaching 500 million additional people with life-changing assistive technology by 2030. The CEO will use their proven leadership, management, fundraising, and partnership building skills to drive the partnership towards its goal.

This position demands commitment to the partnership, first-rate leadership qualities, entrepreneurial drive, some subject matter knowledge and personal integrity. The CEO is strategic, ambitious, an expert consensus-builder, and a skilled manager. The CEO plays a key role in the ambitious work that will catalyse systems change for large-scale access to assistive products and services for the population who need them. This role provides a unique and rewarding opportunity to help shape a mission-driven multi-donor and stakeholder partnership poised for lasting impact.

The CEO leads the strategy and budget development for ATscale and oversees its effective implementation, guiding ATscale through the execution of its investments which are responsive to foundational pieces of analytical work around enabling ecosystem and market shaping. In addition, the CEO leads the partnership's growth by representing ATscale in high level global forums and engaging with additional donors to mobilise greater resources for ATscale and developing strong coordination with partners within the AT and related sectors. The CEO is expected to use a combination of their proven technical expertise, leadership, management, fundraising, and partnership building skills to drive the partnership towards its goal.

In a CEO, ATscale is seeking someone with a minimum of 15 years of cross-sector experience, ideally with a combination of experience in general management, health, international development, assistive technology, disability and/or market shaping and/or experience managing or leading in a related field. Persons with disabilities are strongly encouraged to apply. Following are some of the specific professional and personal qualifications the ideal candidate will possess:

Professional Experience

- Proven success in a leadership role with one or more complex organisations having a strong values-driven mission and culture. Ideally, this experience will have been as the top executive in the organisation.
- Strong entrepreneurial and/or management background in public, private and/or non-profit sectors, which demonstrates financial acumen, managerial sophistication, understanding of organisational behavior and culture, commitment to accountability.
- Ability to deliver results and a track record of delivering on significant scopes of work in an entrepreneurial context and fashion.
- Demonstrated capacity to work in multi-cultural settings and meaningful international work experience. A background in international development would be beneficial, as would fluency in another official UN language.
- A sincere willingness and ability to create and implement partnerships to enhance organisational impact and efficiency.
- Proven ability to successfully coordinate, manage and lead projects.

- Demonstrated success developing and managing budgets in excess of \$5 million. Successful fundraising and grant allocation experience.
- Direct experience working effectively with a Board of Directors, leveraging their resources and insights to drive better outcomes.
- Experience in engagement with organisations of persons with disabilities.

Leadership Attributes

- *Results orientation*
Focused on the formulation and execution of strategy, galvanise and motivate the team and global partnership to deliver the agreed mission of ATscale;
- *Collaboration and influencing*
Ability to command the respect of a diverse group of colleagues, provide clear direction and motivation through collaborative but assured leadership;
Ability to influence stakeholders, governments, healthcare sector thought leaders, and the media to enhance ATscale's reputation and further the cause of civil society, including organisations of persons with disabilities;
- *Good judgement*
Able to manage the trade-offs between the commercial success and financial sustainability of ATscale and its objectives;
- *Breadth and flexibility*
The intellectual flexibility and humility to provide leadership across a highly diversified range of activities (from shaping and influencing agendas and policies in the global health sector to acting as a catalytic investor and collaborator) and geographies across Europe, the Americas, Asia, and Africa.

Personal Characteristics

- A deep personal connection with and commitment to embrace the mission, values, and vision of ATscale. This includes a dedication to focus on the role assistive technology plays in supporting people in participating as fully as possible in education, work, and everyday life.
- Commitment to the human rights of persons with disabilities and other users of AT.
- An entrepreneurial mindset and comfortable operating in a start-up situation. Ability to create a vision and execute for results.
- Compelling, visionary and inspirational leader coupled with the organisational skills necessary to ensure that strategies are implemented and objectives are achieved. This includes the ability to create and communicate a shared vision and a clear sense of direction for the organisation, build and motivate a strong team of staff, develop realistic but ambitious objectives, deliverables, timelines, and budgets, and hold the organisation accountable for its work. This leadership will be underpinned by an open, inclusive, collaborative, respectful, but decisive, style.
- Keen sense of organisational strategy and structure. A demonstrated ability to think strategically, and to effectively develop, iterate and drive concise strategies.
- Excellent judgment, follow-through, and strong decision-making skills with the ability to delegate effectively. Promotes teamwork, accountability, growth, learning, and a focus on results and outcomes.

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- Highly effective bridge-building and consensus-building skills, diplomatic and with respectful for the traditions of the partnership organisations and yet the courage and ability to challenge the status quo.
 - Good communication skills effective with a broad range of audiences, from local to international. A good listener who values diverse views and solicits input from throughout the organisation. An effective writer, able to communicate clearly and persuasively, both internally and externally. Someone who appreciates the importance of an active and strong communications effort, including social media, to promote and expand the organisation's visibility and future impact.
 - An appetite and demonstrated talent for fundraising. Ability to maintain strong relationships with bilateral and private donors, investors, governments and partners.
 - Strong personal values of integrity, honesty, and transparency. Respectful of diverse styles and backgrounds. Ability to be both steady and graceful under pressure. Adaptive, with keen perceptive abilities, and a sense of humor.
 - A willing and energetic traveler. Extensive international travel is required, up to 30% of time
 - Ability to make a long-term commitment to the organisation.

Location

Geneva, Switzerland

Compensation

Competitive salary and benefits offered based on UN role specification (D1). Compensation is tax free.

How to Apply

ATscale has retained Russell Reynolds Associates to advise on this appointment. To apply for this role please send a copy of your CV and a Statement of Suitability to responses@russellreynolds.com, including the role title and reference **2008-012L** in the email subject line.