

Position Specification

Gavi, The Vaccine Alliance

Director, Fragile & Conflict Countries

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Our Client

Gavi, the Vaccine Alliance is a public-private partnership committed to saving children's lives and protecting people's health by increasing equitable use of vaccines in lower-income countries. The Vaccine Alliance brings together developing country and donor governments, the World Health Organization, UNICEF, the World Bank, the vaccine industry, technical agencies, civil society, the Bill & Melinda Gates Foundation and other private sector partners. Gavi uses innovative finance mechanisms, including co-financing by recipient countries, to secure sustainable funding and adequate supply of quality vaccines.

This specification should be read in conjunction with Gavi's website at: <http://www.gavi.org/>

Since 2000, Gavi has contributed to the immunisation of nearly 822 million children and the prevention of more than 14 million future deaths. In 2019, 65 million children were immunised with Gavi-supported vaccines to protect each child against on average seven infectious diseases. Between 2016 and 2019, Gavi immunised 259 million children. To build upon this progress and take full advantage of the opportunities of 2021-2025, the organisation exceeded its replenishment target at the Global Vaccine Summit, hosted by the UK, in June 2020 and secured more than more than \$8.8 billion in donor pledges. The funding will help immunise 300 million more children in the world's poorest countries against diseases like measles, polio and diphtheria by the end of 2025. It will also support health systems to withstand the impact of coronavirus and maintain the infrastructure necessary to roll out a future COVID-19 vaccine on a global scale. With as many as 10 countries transitioning out of Gavi's financial support in this period (in addition to the 18 countries that transitioned in 2016-2020), however, ensuring that programmes are sustainable in the long-term is essential.

Gavi's business model combines excellence from both the private and public sectors and a commitment to running a lean organisation that makes a measurable impact upon global health, including the long-term strengthening of health systems. Gavi builds on public sector expertise in health and development, with the acumen of private sector individuals and organisations. The Alliance brings together developed country donors, implementing governments, civil society organisations, research and technical institutes, and vaccine producers with the World Health Organisation, UNICEF, and the World Bank, the Center for Disease Control and Prevention (CDC), private philanthropists and international financiers to find ways to fund and support immunisation in the world's poorest countries and advance the UN Sustainable Development Goals. Making the reach of immunisation near universal and thus foundational to the new SDG vision of Universal Health Coverage would be a key focus moving forward.

Working as an alliance, Gavi achieves objectives in support of its mission that no single agency or group alone could realise. These include cooperating to accelerate access to underused and new vaccines; innovative performance-based financing and programming approaches to international development aid; strengthening national health and immunisation systems; and introducing innovative immunisation technology. By pooling demand for vaccines from the world's poorest countries, securing long-term funding and shaping vaccine markets, Gavi are accelerating access to life-saving vaccines in the countries that need them the most.

Gavi 5.0

Gavi has begun implementation of a strategy for the 2021-2025 period. It prioritises reaching people in currently under-served countries. By 2025, it will have broadened Gavi’s scope to include at least 18 infectious diseases. It will strengthen health systems to increase equity in immunisation. It will improve the sustainability of immunisation programmes with support for domestic resource mobilisation. It will also continue to broaden its market-shaping work. For more information on Gavi 5.0, please read visit Gavi’s website here: <https://www.gavi.org/our-alliance/strategy/phase-5-2021-2025>

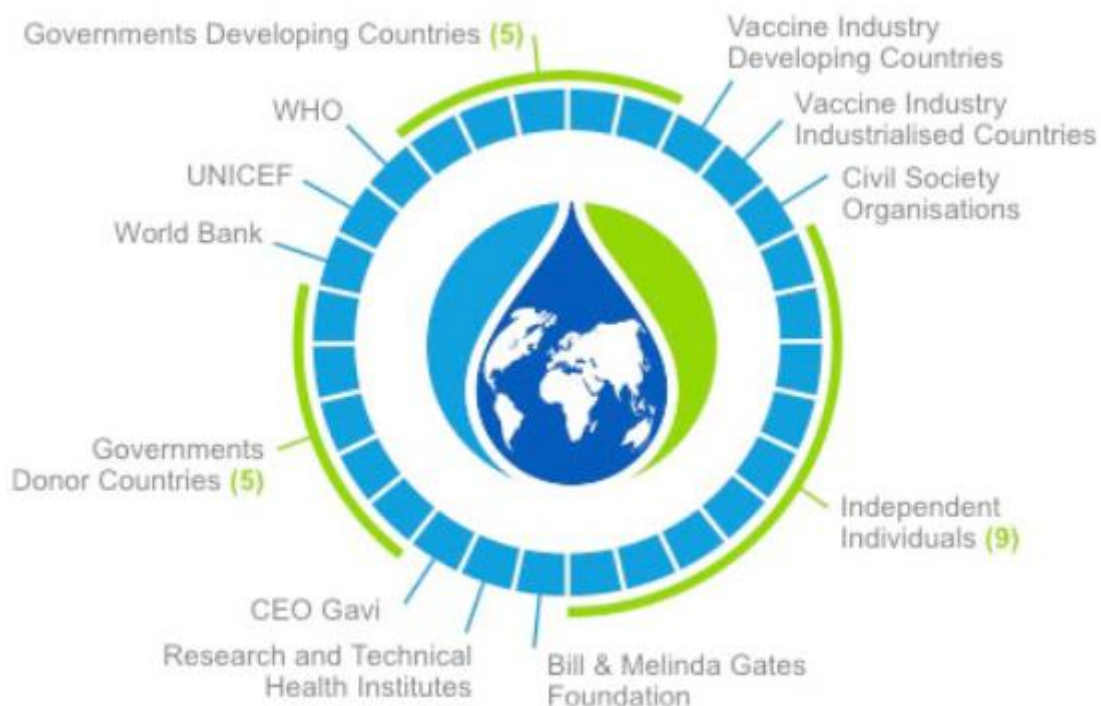
COVAX

Gavi is playing a crucial role in the response to the pandemic. Gavi is co-leading COVAX, the vaccines pillar of the Access to COVID-19 Tools (ACT) Accelerator. This involves coordinating the COVAX Facility, a global risk-sharing mechanism for pooled procurement and equitable distribution of eventual COVID-19 vaccines. For more information on COVAX, please visit their website at: <https://www.gavi.org/covax-facility#what>

The Gavi Governance Structure

Originally hosted by UNICEF at its launch in 2000, Gavi became a Swiss foundation in 2009 and has been granted international institution status in Switzerland with special privileges and immunities. The reorganised governance structure combines attributes of public sector and corporate governance systems. The board, comprising 28 members from governments, partner organisations, civil society organisations and the private sector, is chaired by José Manuel Barroso, former Prime Minister of Portugal and President of the European Commission.

The Gavi governing board composition:



Note - UNICEF, WHO and the Bill & Melinda Gates Foundation hold permanent seats, while representatives of other Gavi Partners serve on a time-limited basis.

More information on the Gavi governing board's function and composition can be found here: <https://www.gavi.org/about/governance/gavi-board/>

The Gavi Secretariat

The Secretariat is a knowledge-based global strategic health/development partnership comprised of approximately 280 staff. It is responsible for managing the operations of the Gavi business, including strategy and policy development; advocacy and resource mobilisation; programme delivery, incorporating programme monitoring and evaluation; approving and disbursing funds; collaboration and coordination with other global health agencies; legal and financial management; and support and administration of the Gavi Board and Committees. Offices are located in Geneva and Washington DC. The Secretariat is led by the CEO, Dr Seth Berkley, and supported by the Deputy CEO, Anuradha Gupta, and several teams.

The Role

The Director, Fragile & Conflict Countries leads engagement with Gavi-eligible countries that face significant fragility due to challenges such as very weak government institutions, high economic and political instability & displacement of people due to conflict, natural disasters, etc. These countries require a differentiated approach that includes simplified and more flexible processes, strengthened engagement with broad range of partners including international NGOs and local civil society organisations, and an increased risk appetite to enable Gavi and its partners to deliver programmes in highly challenging environments. Gavi's 2021-2025 strategy makes equity – with a focus on reaching “zero-dose” (those children who have not received any routine vaccines) and under-immunised children with a full course of vaccines – our overarching priority.

The Fragile & Conflict Countries team is composed of six Senior Country Managers (SCMs) and four Programme Managers (PMs), and is responsible for effective stewardship of Gavi resources in 12 countries to deliver timely and sustainable results in accordance with Gavi's strategy 2021-2025. Their role is to proactively identify opportunities for tailored and result oriented Gavi support, maintain close oversight on performance and risks for timely course correction, detect timely and specific issues and challenges and work towards their resolution through effective relationship building, coordination and communication with country governments and in-country partners of the Gavi Alliance.

Key Functions and Deliverables

- Ensure strategic, evidence-based, and outcome-oriented use of Gavi support to strengthen immunisation delivery in Fragile & Conflict countries, with a focus on achieving equitable (reaching zero dose children and missed communities) and sustained coverage.
- Establish and maintain partnerships with humanitarian organisations and CSOs at the global, regional, and country levels that allow Gavi to lever their expertise in reaching displaced populations and other vulnerable communities in fragile and conflict countries.
- Provide leadership to establish and maintain effective risk management (both programmatic and fiduciary) in fragile & conflict countries that is in line with Gavi's differentiated risk appetite model, in coordination with Gavi's risk management functions.
- Drive performance and achievement of the relevant key performance indicators (equitable and sustainable uptake of vaccine programmes).
- Ensure adherence to, and optimisation of, Gavi portfolio management processes.
- Coordinate and strengthen collaboration with Alliance partners and other partners and stakeholders at the global level.
- Encourage a diverse mix of partners across immunisation, health and beyond to leverage comparative advantages.
- Maintain excellent relationships with senior counterparts in government, especially Ministries of Health and Finance, as well as other development partners at country level.
- Drive excellent coordination and cross-team collaboration between Fragile & Conflict Countries and other teams in the Country Programmes department as well as other Gavi departments.
- Lead and manage the Fragile & Conflict Countries team to stay ahead of the curve and be perceived as proactive, action oriented and knowledgeable by partner Governments and other Alliance partners/ stakeholders.
- Provide guidance on leveraging the Fragility, Emergencies and Refugees Policy (FER) for tailored and adapted approaches to address needs in fragile, humanitarian, and other emergency settings.

- Strengthen advocacy efforts to engage communities, governments, and other partners - and enhance political will, potentially including efforts to advocate for the prioritisation of immunisation and health system strengthening within humanitarian assessment and planning processes, and within humanitarian coordination mechanisms.
- Be a driver for change by fostering amongst the team an innovation ecosystem that supports breakthrough solutions and transform vaccine delivery.
- Facilitate and nurture effective partnerships and identify synergies with other financiers such as the Global Fund, the GFF and bilateral donors.

Main Duties and Responsibilities:

- Provide strategic direction for health systems and community strengthening such as integrating health services at the community level, strengthening local organisations working in the health sector and leveraging existing partnerships with these organisations to deliver on immunisation goals.
- Organise, manage and lead the Fragile & Conflict Countries team responsible for overseeing planning, delivery and impact of Gavi support to reach zero-dose children and missed communities in complex country contexts.
- Leverage Alliance partners at global/regional/country level to deliver Gavi support to Fragile and Conflict countries that achieves high impact, in line with Gavi's 5.0 Strategy (2021-2025), Partnership Engagement Framework, and Corporate and Alliance KPIs.
- Contribute strategic and thought-provoking reports to Gavi's Board and governing bodies as needed with focus on delivering results and accountability for outcomes in fragile countries.
- Establish and maintain effective working relations with relevant global/regional/country actors, including humanitarian organisations and non-traditional partners, as well as with other secretariat teams.
- Ensure the timely application of Gavi's adapted processes and tools for fragile & conflict countries.
- Ensure deep and regular engagement with leadership across governments in these countries through advocacy, liaison and high-level representation related to Gavi's efforts in these countries
- Identifying and institutionalising excellent relationships with local institutions who can support the mission (e.g., local universities, CSOs).
- Ensuring tailored equity and sustainability strategies (also through leveraging the FER) for each country with dedicated, regular performance reviews.
- Contribute to corporate and strategic thinking of the Secretariat as a member of Gavi's global leadership team.
- Foster the continuous growth and performance of Fragile & Conflict Countries team members by: helping set impactful goals and priorities in line with program priorities; supporting and holding the team accountable to the delivery of high-quality work; providing frequent effective feedback & coaching; and supporting professional development.
- As a member of the Country Programmes Management Team, shape the culture and dynamics of the department through regular communication and activities that build team effectiveness and cohesion across geographies and work streams.

Note: The essential functions listed in this section are not exhaustive of the job responsibilities; other duties may be assigned in line with the department needs.

Candidate Profile

In terms of the performance and personal competencies required for the position, we would highlight the following:

Skills/Competencies:

- Experienced manager with a successful track record of working at a senior and strategic level in a humanitarian organisation and/or delivering health service in multiple fragile contexts.
- Experience of working in highly complex and demanding environments, understanding of programmatic and fiduciary risks associated with grants
- Ability to adopt differentiated and flexible approaches to guide and support the Fragile & Conflict Countries team in scaling up results through Gavi's catalytic investments in resource constrained and challenging settings
- Experience in immunisation programmes and/or health systems.
- Demonstrated experience of working in and delivering through multi-partner environments and experience of delivering results through a matrix-style management structure.
- Demonstrated capacity to successfully manage situations of considerable complexity and/or political sensitivity
- Demonstrated experience of representational duties at international level and conferences.
- Experience in roles requiring extensive networking, relationship and alliance building.

Work experience:

- Minimum 15 years of professional experience managing programmes at national/ international levels in health and other development sectors, preferably in a humanitarian organisation.
- Minimum 5 years of experience of managing and leading collaborative, engaged and service delivery teams in low- and middle-income countries, mainly in fragile and/or conflict settings is essential.

Academic:

- Advanced university degree in Public Health, Social Sciences, Health Economics or related fields.

Languages:

- Fluency in written and spoken English.
- Knowledge of French desirable.

Contacts:

- All Gavi Secretariat teams.
- Gavi Governance bodies; Gavi Alliance partners, including UNICEF, WHO, implementing country representatives, donors, civil society, vaccine manufacturers, product development partnerships, academic researchers.

Gavi is committed to diversity within its workforce and encourages applications from all qualified candidates.

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