



Position Specification

Global Fund to Fight AIDS, Tuberculosis & Malaria
Head Community, Rights and Gender

Our Client

This specification should be read in conjunction with information on the Global Fund's website at:

<http://www.theglobalfund.org>

Background

The Global Fund is a partnership designed to accelerate the end of AIDS, tuberculosis and malaria as epidemics. As an international organization, the Global Fund mobilizes and invests more than US\$4 billion a year to support programs run by local experts in more than 100 countries. In partnership with governments, civil society, technical agencies, the private sector and people affected by the diseases, the Global Fund is challenging barriers and embracing innovation. The Global Fund is agile, responsive and committed to serving affected communities, putting implementing countries in the lead to deliver healthier, productive and stable families, communities and nations. Through its innovative partnerships, the Fund has disbursed more than US\$30 billion to support programs in more than 150 countries. Over the last 20 years, the Global Fund partnership has saved 44 million lives and reduced the annual death toll from HIV, tuberculosis (TB) and malaria by 46% since its peak in countries where the Global Fund invests.

The Global Fund has developed its next bold, agile, and collaborative six-year Strategy, which will commence in 2023 and whose impact will be measured through 2030. [The 2023-2028 Global Fund Strategy: Fighting Pandemics and Building a Healthier and More Equitable World](#) reflects the Global Fund's increased ambition to get back on track in achieving the SDG 3 target of ending HIV, TB, and Malaria as epidemics by 2030 and overcome the disruption caused by COVID-19 in the last three years. The new Strategy places people and communities at the center of the fight against the three diseases and identifies the importance of maximizing people-centered, integrated systems for health; the engagement and leadership of most affected communities; and maximizing health equity, gender equality, and human rights. The CRG Department has a key role to play in delivering on this stepped-up ambition.

Global Fund Principles

The work of the Global Fund is based upon four principles – partnership, country-ownership, performance-based financing and transparency – empowering implementers to lead the response to the three diseases, supported by a diverse range of partners in the health sector. The Global Fund plays a critically important role, and it is imperative that funding is invested for maximum impact, supporting the implementation of programs in the most effective way possible.

The Role

Under the supervision of the Head, Strategy Investment and Impact Division (SIID) and with regular engagement with the Executive Director, the Head Community, Rights and Gender is responsible for overseeing a Department focused on advancing Secretariat-wide efforts for human rights, gender equality, health equity and supporting key and vulnerable populations and community engagement, responses and systems strengthening. They coordinate, design and lead strategic and technical work and partner dialogue for impactful and forward-looking investments in the three diseases that acknowledge the centrality of these areas. As Head Community, Rights and Gender, they provide overall vision, leadership, and coordination to ensure coherence across Global Fund Secretariat of an approach that champions rights based, gender transformative approaches and places communities firmly at the center. They oversee the elaboration and monitoring of Global Fund strategies, policies, implementation plans and work plans on areas under the Department's remit. They ensure that the Community, Rights and Gender Department is set up in a way that allows maximized value for the organization, with a focus for country-level disease impact, delivered by a highly capable and engaged team.

Key Responsibilities

In close coordination with the Head of SIID, the staff member plays a critical role in ensuring excellent Leadership for securing the highest return on the Global Fund's investments. Specifically, they will

- **Influence:** Develop, promote and represent the Global Fund Secretariat positions and messaging around human rights, gender equality, health equity and supporting key and vulnerable populations and community engagement, responses and systems strengthening. Influence Global Fund investments in these areas. Convene the Global Fund and partners to promote and prioritize this agenda with a particular focus on achieving results at country/community level.
- **Strategic relationships:** Conceptualize, catalyse and shape the development of the Global Fund's high level and strategic relationships relating to human rights, gender equality, health equity and community engagement, responses and systems strengthening with key populations, civil society leaders, governments and multilateral institutions. Influence and promote excellence and best practice in these areas. Provide authoritative political intelligence and strategic direction to the Global Fund's leadership. Influence and stay abreast of current and emerging hot issues, and tensions, overseeing consensus building, & conflict resolution during crises.
- **Capacity building:** Oversee the provision of training and technical support to sensitize and strengthen Global Fund Secretariat capacity to understand and catalyse rights based and gender transformative approaches and the strengthening of community systems to reinforce these efforts. Liaise with technical partners to increase country level understanding and capacities around these topics and encourage strong elements within country concept notes and business cases.
- **Strategic information:** Lead in identifying and addressing knowledge and programmatic gaps relating to the topics under the Department's remit and collaborate with technical partners to support their work to produce, analyse and disseminate strategic information in these areas. Support increased demand from and leadership of communities themselves in this work and champion the use of innovative, cutting edge and people-centered approaches to data generation. Lead on the exchange of strategic information for more impactful resourcing of the areas under the department's remit among technical, civil society and other partners.

Relationship Management accountabilities (Internal and External)

- **Partnerships and Alliances:** Establish, strengthen, and leverage innovative partnerships and productive relationships with a wide range of community, civil society, human rights, and technical organizations, particularly those working in HIV, tuberculosis, malaria, social justice, women's and maternal-child health movements. Broker new alliances and collaborative synergies between the Global Fund Secretariat and other partners, including governments, multilateral institutions and others, that will contribute significantly to moving forward effective, inclusive and robust country owned HIV, tuberculosis and malaria responses that are rights-based, gender transformative and supported by robust community systems. Oversee partnerships and advocacy that will contribute to placing HIV, tuberculosis, and malaria prominently within the post 2015 development agenda.

People and other resource management accountabilities

- **Transformation & Continuous Improvement:** Fully implement and continuously improve the CRG operating model to deliver on the bold ambition and commitment to people and communities in line with the Global Fund strategy through a comprehensive transformation program that will allow the Department to step-up and deliver in line with expectations and in collaboration with key internal and external partners, by running regular (e.g. quarterly reviews) performance and refinement exercises to ensure progress, fit for purpose delivery and high impact / value outputs of the teams.

- **Cross-Secretariat Coordination:** Lead Secretariat-wide efforts to bring together in a cohesive way all work relating to human rights, gender equality, health equity and supporting key and vulnerable populations and community engagement, responses and systems strengthening, including establishing focused task teams as needed. In addition, facilitate coordination and collaboration across the organization (including disease, RSSH and health financing advisors/specialists) to make more synergy and impact in all the grant cycle.
- **Management:** Lead, manage, mentor and coordinate the work of the Community, Rights, and Gender Department, including experts working on human rights, gender equality, health equity and supporting key and vulnerable populations and community engagement, responses and systems strengthening, to include but not limited to: overseeing development and monitoring of the department's budget, strategy and work plan; oversight of individual work plans and motivating, guiding, monitoring and empowering all staff to fulfill their full potential; promote and model excellence throughout the organization; and manage and resolve problems in a timely manner towards achieving the mandate of the team and Global Fund more broadly.

Subject to change by the Executive Director at any time at their sole discretion.

Key internal relationships:

Office of the Executive Director, SIID Department Heads and SIID Head, Head Civil Society and Political Advocacy, Grant Management Division Head and Department Heads

Key external relationships:

External partners (Civil Society, including key population groups, UNAIDS, Stop TB Partnership, Rollback Malaria etc.)

Candidate Profile

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

Experience

Essential:

- Extensive experience in successively more demanding positions in international development, with several years in senior professional level/managerial positions in health development;
- Successful experience in developing and executing a team or organizational transformation to step up performance
- Strong analytical capabilities and proven ability to apply lessons learned effectively;
- Strong managerial skills and proven ability to lead and collaborate effectively in a complex, multi-disciplinary and diverse environments;
- Demonstrated excellence in establishing and maintaining productive partnerships and ability to facilitate and strengthen the involvement of a range of external partners, in particular civil society;
- Excellent organizational and coordination skills applied internally and externally;
- Strong influencing skills and exceptional professional credibility;
- Strong skills in networking and mobilizing a range of external partners. Strong interpersonal, representational and advocacy skills;
- Excellent networking, collaboration and teamwork skills; and
- Demonstrated knowledge of HIV, Tuberculosis, Malaria, community systems and engagement, gender and human rights and the impact of these epidemics on communities most affected.

Position Specification

Ref: Head Community, Rights and Gender
Global Fund to Fight AIDS, Tuberculosis & Malaria

Desirable:

- A minimum of 15 years of experience in community systems, collaboration and partnership development. Within this experience at least 10 years of experience at country, regional and/or international levels in the field of health or development –in HIV and/or TB and/or malaria - fostering partnerships with a range of sectors, including a range of civil society sectors, government and intergovernmental organizations.
- Knowledge of Global Fund operations and processes.
- Demonstrated knowledge of the Global Fund and its partnership model, governance, policies and processes.

Qualifications

Essential:

- A minimum of a Master's degree

Desirable:

- Doctorate level qualifications in a relevant field. Additional qualifications in any of the areas of technical expertise listed above

Competencies

Languages:

- An excellent knowledge of English and preferably a good working knowledge of French. Knowledge of other languages would be an asset

Organizational Competencies:

- Global Fund awareness and mind-set; Service orientation; Drive for results; Collaboration; Interaction; and Adaptability.

Functional Competencies:

- Human Rights/gender/Key Populations
- Disease Knowledge
- Strengthening Systems for Health
- Analytical
- Global/Public Health
- Geopolitical Awareness
- Negotiations
- Business
- Country Context
- Multicultural Understanding
- Project Management

Location

The Head Community, Rights and Gender Department will be based in Geneva, Switzerland.

Diversity, Equity & Inclusion

The Global Fund is committed to a diverse, equitable, and inclusive work environment. To help it achieve this, the Global Fund welcomes applications from all qualified candidates who share this commitment, regardless of their sex, gender identity, sexual orientation, HIV status, race, national origin, cultural or ethnic background, disability, marital status, religion, or age.

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