



Position Specification

The END Fund
Chief Executive Officer

In June 2024, the founding Chief Executive Officer (CEO) of the END Fund, Ellen Agler, stepped down after a tremendously successful term leading the organisation for 12 years. The Board is now seeking to appoint her successor as the next CEO. Leadership of the END Fund is where passion, vision, humanity, and intellect merge. This is an opportunity for an experienced leader to take the baton and build on the life-changing work that the END Fund has achieved over the last 12 years. It is rare to have the fortune to lead an organisation wherein the impact on people's lives can be directly observed, but that is the offer available to the next END Fund CEO.

The END Fund has an ambitious vision and is already established as one of the most impactful philanthropic organisations in the world. It plays a pivotal role in combatting neglected tropical diseases (NTDs) by convening, supporting research and administering complex grants. The new CEO will build on this remarkable legacy.

Our Client

The END Fund ([Home - The END Fund](#)) was founded to bring about the elimination of NTDs. It is the leading philanthropic investment vehicle of its type, dedicated to caring for and improving the lives of some of the world's most vulnerable communities through the treatment of NTDs.

NTDs are a group of parasitic and bacterial diseases that affect the lives of more than 1.7 billion people globally, causing problems such as pain, disfigurement, malnutrition, cognitive impairment, stunted growth, blindness, and death. NTDs are diseases of poverty and the means exist to eliminate them for everyone. The END Fund emerged from the desire to see all people liberated from these diseases.

The END Fund stems from work begun by the Legatum Foundation in 2006, when it pioneered a programme to eliminate NTDs in Burundi and Rwanda. After achieving tremendous results, the Foundation launched the END Fund in 2012, bringing the rigour of the commercial sector to philanthropy by placing an emphasis on data, efficiency, reporting, and impact. The Fund scaled the programme through collaboration and coordination of NTD-elimination efforts by a number of different partners with the sole focus of curing NTDs. The END Fund's investors include the Bill & Melinda Gates Foundation, Campbell Family Foundation, the Crown Prince of Abu Dhabi, Dubai Cares, Leona M. and Harry B. Helmsley Charitable Trust, ELMA Philanthropies, Children's Investment Fund Foundation, and Legatum. Since 2012, it has raised over US\$500 million, which has been used to disburse over 1.23 billion NTD treatments, train over 3.77 million healthcare workers, and perform nearly 70,000 surgeries.

By 2030, the END Fund's mission is to eliminate the six most prevalent NTDs: intestinal worms, lymphatic filariasis, trachoma, river blindness, schistosomiasis, and visceral leishmaniasis. The END Fund accomplishes its mission by:

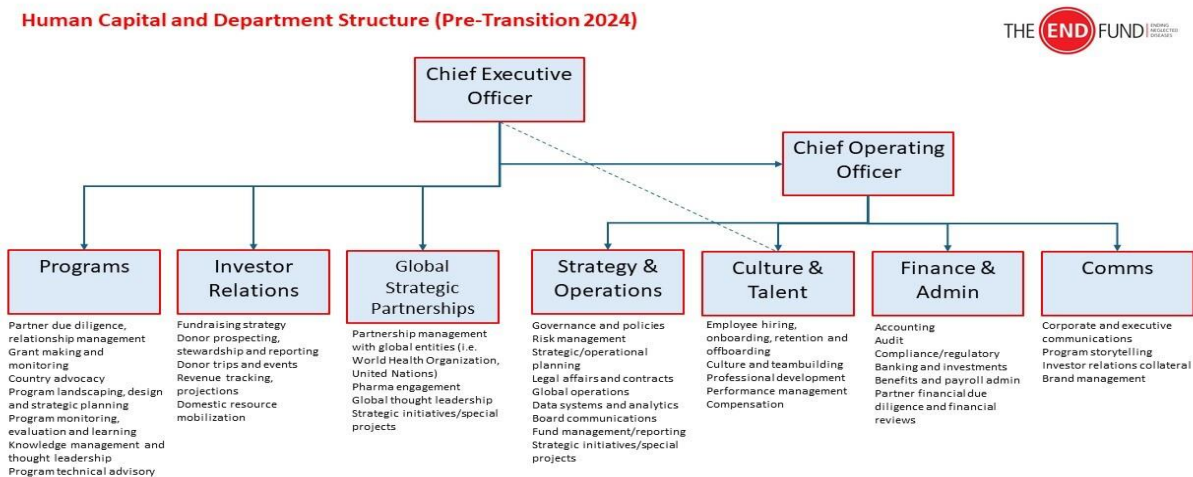
- Fundraising through its collaborative philanthropy model;
- Allocating and investing resources to local communities and grassroots organisations, where they have maximum impact;
- Advocating for innovative, integrated, and cost-effective NTD programmes; and
- Facilitating public and private sector engagement to end diseases of poverty.

To meet its ambitious growth objectives, the END Fund is actively seeking to expand its community of visionary and engaged philanthropists, foundations, and organisations committed to treating and preventing the spread of NTDs and who share a commitment to allocating and investing resources at the local level.

The Role

The CEO reports to the Chair of the END Fund Board of Directors, and is responsible for the development of the END Fund strategy, in close collaboration with the Board of Directors, and leads the implementation of the strategy through the Executive Leadership Team. The annual budget of the END Fund is about US\$85M and the organisation's roughly 70 employees are dispersed globally.

The END Fund organization chart



The successful CEO candidate will bring a sincere love for communities and individuals affected by NTDs, and a passion for helping others through the eradication of these diseases. She/he will bring an unrelenting commitment to achieving the END Fund mission and a focus on the communities served by the END Fund. The CEO will provide visionary leadership while exemplifying a servant's heart. She/he will lead fundraising efforts, resource allocation decisions, and strategic partnership development. Accordingly, compelling communication and interpersonal skills are a must.

Key priorities and responsibilities

- **Visionary Leadership:** Lead an international team of professionals toward the attainment of the END Fund's mission. Provide mentorship, guidance, and support to instil a culture of excellence, honour, collaboration, and innovation.
- **Fundraising and Resource Allocation:** Develop and execute comprehensive strategies to raise funds from a range of investors around the world and then carefully deploy those funds and other END Fund resources to achieve life-changing results in the field.
- **Organisation Building:** Oversee the implementation and evaluation of programmes to ensure maximum impact and effectiveness in disease elimination efforts, while fostering a culture of excellence and honour within the END Fund. Hold personnel accountable for achieving world-class results and strategically allocate internal resources in a manner that drives the organisation towards the fulfilment of its mission.
- **Partnership Engagement:** Build and maintain relationships with key stakeholders, including donors, government agencies, partner organisations, and affected communities, as well as other partners who work alongside, but not directly with, the END Fund.
- **External Representation:** Eloquenty represent the END Fund in public forums, conferences, and media engagements to advocate for the elimination of neglected tropical diseases and raise awareness about the organisation's work.
- **Compliance:** Ensure transparency, accountability, and compliance with regulatory requirements and organisational policies in numerous jurisdictions around the world.

Candidate Profile

To achieve world-changing results, one must employ creative, contrarian thinking. Above all, the successful CEO candidate will share the END Fund's conviction and passion for improving the lives of individuals by eliminating NTDs. The candidate will hold her/himself to the highest standard of character and decorum, recognizing the dignity inherent in all individuals.

Motivation

- A genuine love and care for the individuals and communities affected by NTDs.
- A demonstrated commitment to and belief in the achievability of the END Fund's mission to eliminate neglected tropical diseases.

In terms of the experience and competencies required for the position, we would highlight the following.

Experience and qualifications

- Experience in building and scaling complex and distributed organisations with a demonstrable track record of driving impactful change in the global health sector.
- Experience or understanding of the context of the affected communities and the complexity of the global public health value chain.
- Experience or understanding of the fundraising activities. Collaboration with philanthropists, foundations, governments and/or other organisations for a common purpose.
- Experience of programme implementation and pragmatic measurement through data-driven analysis.
- Background in medicine, growth markets, public health, public policy, or philanthropic program development. Unconventional candidates will be considered from other fields, but all will have a demonstrated history of success in building and scaling organisations.
- Experience in Africa would be an advantage.

Competencies

Competencies are defined here as the related knowledge, abilities, skills, experiences, and behaviours around how the candidate will perform their duties and responsibilities. These competencies will inform approach and scope of future performance management.

- **Strategic and Visionary Leadership:** Able to articulate the organisation's vision and roadmap and how it will be achieved connecting the high-level messages with tactical approaches and activities creating clear direction both internally and externally. Mobilises action internally and among partners to advance shared interest and achieve objectives. Brings a clear understanding of the current and future needs the END Fund can and should fill in the immediate term and the future. The right candidate will possess knowledge of change management and resilience, working collaboratively in a global, distributed organisation.
- **Passion and Commitment to Eliminating Neglected Tropical Diseases:** Familiarity with NTDs, overall medicine and global health topics. Understanding of the roles of the philanthropists, foundations and corporations committed to treating and preventing the spread of NTDs. Focused on creating an impact for the affected communities. A servant leader who is courageous, compassionate, and humble.
- **Understanding of the Geo-political Environment and Diplomacy Skills:** Works within and across a diverse, dynamic, and distributed set of priorities, negotiating respectfully and effectively cross-culturally to make decisions that are well-understood and widely supported both in the private and public sectors. Builds trust and confidence across a range of stakeholders with experience at senior levels including in the emerging economies. Avoids the political dead-ends into which organisations are often drawn. Ability to manage the shifting landscape of partnerships.
- **Integrity:** Leads by example and builds trust by adhering to the highest standards of ethical conduct, and accountability.

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- **Results-Oriented:** Converts vision to achievable and actionable plans. A proven implementer of organisational strategy. Mobilises people and resources towards outcomes ensuring they are supported and continue to be motivated by the END Fund's mission.
- **Financial and Operations Expertise:** Works closely with members of the Executive Leadership Team to review data, challenge the status quo when required, and plan budgets. Has ultimate responsibility for the fiscal and operational health of the organisation.
- **Adaptable / Flexible:** Able to manage change by integrating new information, seeking innovation, weighing trade-offs, and communicating effectively in response to evolving circumstances. Looks for ways to learn and improve individually and organisationally. Able to work with ambiguity and uncertainty.
- **Communication:** Strong written and verbal cross-cultural communication skills are essential. Serves as a public advocate for the END Fund, building the network, position, and influence of the organisation.

Location

This position will be ideally based in London, UK. Other possible locations include Nairobi, Kenya and New York City, New York, USA.

Compensation

A competitive remuneration package will be offered to the successful candidate. This is a full-time position.

How to apply

Please send your application including CV and a Cover Letter outlining your qualifications and interest in the position and contact information by 17 July 2024 to responses@russellreynolds.com.

Please note that only shortlisted candidates will be contacted for interviews.