Position specification

Executive Director

DNDi
Drugs for Neglected Diseases initiative

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1. About the Drugs for Neglected Diseases initiative

The Drugs for Neglected Diseases initiative (DNDi) is an international non-profit organization that discovers, develops, and delivers safe, effective, and affordable treatments for the most neglected patients.

We use the power of innovation, open science, partnerships, and advocacy to find solutions to a great injustice: the lack of medicines for life-threatening diseases that disproportionately impact poor and marginalized people.

Since its inception, DNDi has delivered eight new treatments for people with sleeping sickness, visceral leishmaniasis, Chagas disease, HIV, and malaria that have saved millions of lives.

DNDi has also built a rich portfolio for all its target diseases and grown into a network of more than 200 partner institutions that spans the globe, united in a pursuit of science driven by collaboration, not competition, and by patients’ needs, not profits.

How we work

We innovate to save lives.
We discover and develop urgently needed treatments for neglected patients and work to ensure they are affordable, available, and adapted to the communities who need them.

We foster sustainable solutions.
We work hand-in-hand with partners in low- and middle-income countries to power our progress and strengthen innovation ecosystems that put people’s needs first.

We advocate for change.
We speak out for policy change to enable more effective and equitable R&D and access to the fruits of science for all people, no matter their income or where they live.
15 YEARS, 8 TREATMENTS, MILLIONS OF LIVES SAVED

<table>
<thead>
<tr>
<th>Treatments delivered</th>
<th>Clinical trials conducted</th>
<th>Global partnerships forged</th>
<th>Policies influenced</th>
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<tbody>
<tr>
<td>8</td>
<td>An average of 20 active</td>
<td>200+ partner institutions</td>
<td>DNDi’s model,</td>
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<td></td>
<td>clinical studies</td>
<td>in 40+ countries</td>
<td>experience,</td>
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<td></td>
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<td>lessons learned,</td>
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R&D pipeline replenished

- 20+ NCEs
- 4 million+ compounds screened
- 13 projects in Phase III and registration

Research networks established

- 4 clinical research networks
- COVID-19 Clinical Research Coalition with 350+ members

Diverse global team mobilized

- A diverse global team of 250+ staff

New organization to fight drug-resistant infections

- DNDi joined forces with the World Health Organization (WHO) in 2016 to create the Global Antibiotic R&D Partnership (GARDP)

DNDi’s strategic ambitions

DNDi’s 2021-2028 Strategic Plan charts an eight-year journey to 2028, by which time we aim to have delivered 25 new treatments in our first 25 years.

We plan to deliver 15-18 new treatments and expand access for neglected patients by addressing R&D gaps for NTDs and viral diseases, including pandemic-prone and climate-sensitive diseases. This includes 10-12 new treatments from our current mature portfolio (2021-24) and 5-7 new treatments from earlier-stage new chemical entities (NCEs) and portfolio expansion (2025-28).

We will seek the support of governments, other funding institutions, and private philanthropy to secure €612 million for 2021-2028, including €136 million already secured for the period, for a total of €1.2 billion investment since 2003.

A major effort will entail expanding our partnerships, institutional capacity, and open science projects (including Phase I projects) in low- and middle-income countries (LMICs).

While leveraging new technologies to enhance R&D and access, we will continue to champion open science and transparency to accelerate science and ensure value for public investments. We will also contribute to building a proactive agenda for maternal and child health and gender-responsive R&D.

For more on DNDi’s 2021-2028 Strategic Plan, visit: dndi.org/strategy
DNDi’s governance and management

DNDi’s internal governance structure is designed to maximize delegation of responsibilities while following the directions set by the Board of Directors.

The Board delegates all aspects of operations to the Executive Director to achieve our social mission within the approved strategic and financial framework. The Executive Director then delegates responsibilities to individual directors.

Board of Directors

DNDi is governed by a global Board which appoints the Executive Director to be responsible for the conduct of all of DNDi’s activities. The Executive Director is an active participant in all DNDi Board meetings as well as the Board sub-committee meetings [the Executive Committee, the Audit Committee, and the Nominations, Remunerations, and Safeguarding Committee] and the Scientific Advisory Committee (which is established independently from the Board). The Executive Director collaborates closely with the Board Chair, who partners with the Executive Director in the execution of Board decisions.

dndi.org/our-people/our-governance/

DNDi Strategic Plan

The Board tasks the Executive Director with the responsibility to propose a comprehensive business strategy, aligned with the mission of DNDi, which sets out the organisation’s direction and goals for the next eight years. Once the Board approves the Strategic Plan, the Executive Director leads DNDi teams in executing the strategy, realized through Board-approved annual action plans and budgets.

DNDi’s Strategic Plans are reviewed every 4-5 years in a comprehensive, two-year process. As the most recent plan covers the period 2021-2028, the new Executive Director will benefit from a well laid out strategy as s/he join the organization, and then will be empowered to start developing its revision at the end of 2023.
DNDi’s Executive and Leadership teams

DNDi’s diverse global team of around 250 employees represents more than 37 nationalities and assembles essential skills and experience from the academic, non-profit, private, and public sectors. The Executive Directors leads the Executive Team, which is comprised of the six senior Directors and serves as DNDi’s highest management body. It is an agile team that supports the Executive Director both reactively, as changes arise, and proactively, in proposing strategy and establishing organizational processes. The Executive Team is further supported by the Extended Executive Team, a larger body that includes all Directors and senior leaders globally.

[Link to DNDi’s Leadership](https://dndi.org/our-people/our-leadership/)

DNDi’s culture and values

As a global organization with offices and partners spread across the world, fostering talent from a variety of areas of expertise and settings, DNDi recognizes that a diverse workforce and an inclusive culture are critical to the success of its mission and programmes.

Diversity, equity, and inclusion

DNDi is committed to creating a work environment that values human dignity and equality—supporting its staff while striving to drive innovation, performance, and productivity by empowering its diverse workforce to use their unique skills, ideas, perspectives, and qualities every day.

DNDi aims to build a diverse workforce and to ensure that employees are not harassed or discriminated against at work, recognizing discrimination as a barrier to equality of opportunity, inclusion, and human rights. DNDi takes all necessary steps to ensure that individuals are treated equally and fairly and that decisions concerning people are based solely on objective and job-related criteria.

[Link to DNDi’s Diversity, Equity, and Inclusion](https://dndi.org/work-with-us/equality-diversity-inclusion/)

Values and Codes of Conduct

DNDi’s values – People Centred, Integrity, Innovation, and Courage – reflect who we are and guide who we aspire to be.

They also serve as the foundation of our Code of Conduct.

[Link to DNDi’s Code of Conduct](https://dndi.org/work-with-us/code-of-conduct)
2. About the role

This is an exciting opportunity for an accomplished leader with experience in managing diverse global teams and shaping the strategy of an innovative institution.

The Executive Director leads the global organization to deliver its strategic objectives, strengthens its science partnerships and funding base, and represents DNDi to the global health and science community, as well as partners, policy makers, and donors.

Responsibilities and priorities of the Executive Director

1. Works closely with the Board to set strategy, and leads implementation of the Strategic Plan:
   - Builds and sustains a solid and transparent relationship with the Board.
   - Leads the strategic reflection process and proposes the directions for the next Strategic Plan. The Executive Director has the responsibility to present the Strategic Plan to the Board to obtain its approval. This includes DNDi’s diseases and R&D portfolio, policy change objectives, LMIC engagement strategies, partnership strategies including with industry and public health research institutions, and resourcing strategies.
   - Steers the implementation of the Strategic Plan and the design and implementation of annual plans by constantly adapting the organization and prioritizing projects, activities, and resources according to the evolving needs and context of the organization and its ecosystem.
   - Ensures that DNDi’s science strategy is sound and credible, with the support of the Scientific Advisory Committee, and ensures that all investments are planned with solid access strategies in mind.
   - Identifies and manages DNDi’s key institutional risks and ensures that appropriate mitigation plans are defined and implemented.
   - Steers DNDi’s strategy and positioning with partners and stakeholders including public health institutions, pharmaceutical partners, funders, civil society groups, and other product development partnerships (PDPs).

2. Raises the external profile of DNDi and secures its financial sustainability.
   - Continues to position DNDi as strong scientific player with significant public health impact for neglected populations.
   - Ensures that DNDi designs and implements a comprehensive strategy for the sustained commitment of resources and aligns the strategy with DNDi’s financing policy, established with the Board.
   - Serves as a key spokesperson with donors and influential stakeholders and maintains strong collaborative relationships with key institutions such as the World Health Organization, founding partners, and key donors.
   - Creates new alliances and nurtures collaborations with key public and academic institutions, industry partners, and other strategic partners, especially in countries where DNDi operates. Actively pursues promising partnership opportunities.
   - Advocates for R&D for neglected diseases, builds relationships with key influencers, and represents DNDi at major events and conferences to influence the political will to enable innovation and equitable access to treatment.
3. Maintains a strong team and operational oversight of the organization.
   - Continues to shape a diverse and international team and networks of contributors, including scientists, clinicians, advocates, and other specialists coming from various backgrounds, such as public health, public research, industry, and humanitarian organizations.
   - Ensures that DNDi’s strategic objectives are matched by DNDi’s mix of talents and competences, adequately and efficiently sized to deliver planned programs. Plans to strengthen DNDi’s leadership throughout the DNDi international network.
   - Maintains operational and financial oversight of the organization as delegated from the Board to the Executive Director, and directly manages the Executive Team.

4. Evolves the culture and the organization.
   - Strengthens organizational culture, leadership, and collaboration, and ensures optimal delegation of responsibility for greater empowerment and efficient decision-making. Champions change management and challenges the status quo.
   - Applies good management practices and serves as a role model for management and leadership improvements required, while promoting individual and institutional learning and professional knowledge creation.
   - Champions diversity, equity, and inclusion and ensures that members of the organization uphold the standards of the Code of Conduct and DNDi’s values while promoting ethical behaviour. Ensures that DNDi’s safeguarding framework is effective and that DNDi continues to be a respectful, positive, and harmonious workplace for all its employees, free of discrimination and abuse.

**Timing and Leadership Transition Plan**

The new Executive Director will be appointed in Q3 2022, assuming the role from the current incumbent, the founding Executive Director, Dr Bernard Pécoul.

Dr Pécoul will retire from the role at that time but remain a resource for the new leader, as needed, until November 2022, to ensure an effective leadership transition.

**Location**

The Executive Director will be based in Geneva, Switzerland.
3. Candidate profile

We are seeking a dynamic and people-centred leader with a strong vision and strategic mindset, the appetite to creatively embrace change, the ability to listen and to influence with diplomacy, and a deep commitment to DNDi’s vision, mission, and values.

The role demands a deep understanding of global public health and/or drug development and a profound appreciation of field realities, ideally informed by formative experience in low-resource settings.

The selected candidate will have strong and diverse leadership experience, including a successful track record in senior management roles, as a connecting leader who develops relationships and recognizes others.

S/he will demonstrate the ability to rally donors and partners to ensure institutional sustainability, and will be a compelling spokesperson for the organization.

S/he will aspire to engage clinicians, researchers, and industry from low- and middle-income countries alongside global partners, while maintaining a truly diverse institution.

Required Professional Experience

A minimum of 15 years of senior executive experience in health and/or science organizations operating in an international setting.

Significant knowledge and experience at a senior leadership level in the areas of:

- International public health and global development
- Public/private partnerships
- Development programs in low-income countries
- Management and resource mobilization for non-profit organizations
- Public speaking

Specific knowledge in these fields would be an asset:

- Biotech/pharmaceutical R&D
- Medicine
- Global development policy and advocacy
- Issues and actors involved in R&D for neglected diseases
Leadership Competences

- **Sets vision and strategy:** Brings innovation and creativity, aligns and inspires, and challenges the status quo. Determines strategy, which may entail taking a global perspective. Synthesizes complex information, incorporating data, and implements strategic organizational change.

- **Leads teams:** Demonstrates ability to cultivate high-performing teams, develop talent, show empathy and care for others, and facilitate collaboration. Leads from the front, challenges others to greater performance, demonstrates resilience, and remains self-reflective and open to feedback. Provides clear direction and motivation through collaborative but assured leadership.

- **Executes for results:** Opt in to new challenges and opportunities, drives higher performance in the organization, engages in ambitious yet calculated decision-making, prioritizes goals effectively, and leads confidently through ambiguous circumstances and/or change.

- **Deploys influence, build relationships, and demonstrates contextualized skillfulness:** Commands respect from a diverse group of colleagues and institutional partners. Mobilizes articulately and convincingly diverse global stakeholders to take action, and enhances DNDi reputation in the media and networks of influence.

Other Qualifications

- Fluency in English required. (French is desirable, Spanish or other language are a plus.)

- Willingness and ability to travel globally.

4. Application Instructions

- The closing date for applications is at 12:00 PM BST, 15 May 2021.

- To apply, please send a full CV, together with a supporting statement that briefly highlights your experience and skills against the requirements of the role, to responses@russellreynolds.com. Please quote the role title and assignment code 2011-041L in the subject heading of the email. All applications will be acknowledged.

- DNDi’s commitment to diversity and inclusion should encourage candidates of diverse profiles and backgrounds to apply.