



Position Specification

Gavi, The Vaccine Alliance

Chief Resource Mobilisation & Growth Officer

Our Client

Gavi 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. Gavi brings together developing country and donor governments, the World Health Organisation, UNICEF, the World Bank, the vaccine industry, technical agencies, civil society, the Bill & Melinda Gates Foundation and other private sector partners. Gavi is committed to working with its partners to protect the next generation and realise its mission to save lives, reduce poverty and protect the world against the threat of epidemics.

Since 2000, the wide-reaching impact of immunisation has helped reshape the future of health and health security: protecting lives, strengthening systems, and advancing equity. Today, over 1.2 billion unique children have been immunised against a range of deadly diseases through routine immunisation, surpassing Alliance goals ahead of schedule. Beyond routine vaccinations, more than 2.1 billion vaccinations have been delivered through preventive campaigns, protecting communities from deadly diseases, while hundreds of outbreak response efforts have swiftly contained emerging threats before they could escalate and cut potential cases and deaths by nearly 60%. Together these efforts have prevented at least 20.6 million deaths between 2000 and 2024.

2026 is a critical year for Gavi as it works to deliver on its 6.0 strategy. For more information on Gavi, please visit its [website](#). A detailed description of its funding and governance model is available [here](#). The 6.0 strategy is available [here](#).

The minutes and presentations from the most recent Gavi Board meeting, December 2025, are available [here](#).

The Role

The Chief Resource Mobilisation & Growth Officer (CRMGO) is a key member of the Executive Team, reporting directly to the CEO. The core mission of the CRMGO is to secure and diversify the multi-year capital that funds Gavi's immunisation strategy through top-tier donor partnership and innovative finance – while providing board-level stewardship of revenue, risk and growth.

The CRMGO leads the design and delivery of Gavi's resource mobilisation strategy across sovereign donors, multilaterals, foundations, corporations and private philanthropy. The role also drives innovation across public, private and blended finance instruments, strengthening Gavi's position as a global leader in sustainable and innovative development finance.

The CRMGO leads a multi-disciplinary team covering donor relations, private sector engagement, innovative finance, donor market, communications and advocacy — ensuring alignment between financial growth, organisational strategy, and programmatic impact. This role also serves as the strategic financial architect for external engagement, designing scalable structures and strategies that support successful advancement and closure.

Key Functions and Responsibilities

The role requires visionary, entrepreneurial leadership and a proven ability to mobilise large-scale resources, forge global coalitions, and position Gavi as a leader in innovative and sustainable finance.

Specifically this will include, but is not limited to, the following:

- **Strategic Leadership and Vision**
 - Lead the development and execution of Gavi's multi-year, multi-billion-dollar resource mobilisation and growth strategy, ensuring a diversified donor base and long-term financial sustainability.
 - Provide strategic foresight on donor, market and policy trends, positioning Gavi proactively within a rapidly evolving global financing landscape.

- Drive organisational leadership and change management, aligning multi-unit teams around a shared growth vision and mission outcomes.
- **Global Donor and Partner Engagement**
 - Serve as Gavi's senior advocate and negotiator with governments, G7/G20 fora, multilateral partners and major philanthropic institutions.
 - Build and sustain trusted, high-level relationships with ministers, senior officials, foundation leaders, corporate executives and global financial institutions.
 - Develop deep institutional partnerships with MDBs, DFIs and other financial actors to unlock new financing windows and catalytic capital.
- **Funding Diversification and Innovation**
 - Champion innovation in financing instruments, including blended finance, bonds, guarantees and results-based mechanisms.
 - Set the strategic thesis for innovative finance: defining priority instruments, target partners, portfolio mix and use cases.
 - Scan global markets to identify white spaces, timing opportunities and emerging funding models, including climate and resilience-linked finance.
- **Campaigns, Replenishments and Growth**
 - Direct multi-country fundraising campaigns and replenishment cycles, including target setting, cases for support, pledging events and delivery against annual and multi-year targets.
 - Provide executive leadership on pipeline management, risk oversight and performance tracking throughout campaign cycles.
- **Representation, Influence and Thought Leadership**
 - Represent Gavi at major international forums, elevating its visibility and influence within global health, development and finance communities.
 - Position Gavi as a thought leader in innovative finance, donor coordination and impact-driven investment.
 - Shape donor-facing public policy dialogues to align financing flows with immunisation, health security and development outcomes.

Candidate Profile

Qualified candidates will possess most of the characteristics set out below:

- An advanced university degree in a relevant discipline (e.g. Business Administration, Finance, Economics, International Relations or Public Health).
- A minimum of 15 years' professional experience, including at least 10 years in senior or executive leadership roles.
- A proven track record of direct accountability for multi-billion-dollar fundraising or financing outcomes across public and private sources, ideally including leadership of a major replenishment or equivalent campaign.
- Deep expertise in development finance, donor systems and decision-making cycles within sovereign, multilateral, foundation and corporate contexts.
- Substantial experience in capital markets, financial structuring or development finance, ideally within MDBs, DFIs, investment banking or global financial institutions.
- Demonstrated ability to structure and mobilise large-scale financing through innovative financial instruments.
- Preferred qualifications include an MBA, MPA/MPP or equivalent, and additional executive education in finance, fundraising or strategic partnerships.

Competencies

The CRMGO will be an individual of unimpeachable personal integrity, with a passion for Gavi's mission, and will demonstrate the key competencies and behaviours identified below:

Essential technical criteria

- **Government & multilateral mobilisation at scale:** End-to-end ownership of strategies, pipelines, and forecasts with deep knowledge of donor instruments, budget cycles, DAC/MDB processes, and grant/financing terms through to disbursement.
- **Replenishments/campaign leadership:** Designs and runs multi-year, multi-country campaigns: target setting, cases for support, pledging events, steering groups to deliver against annual and cycle targets.
- **Innovative finance portfolio leadership & governance:** Sets strategy and portfolio mix; leads C-suite origination with DFIs/banks/foundations; aligns Finance/Legal/Programmes; oversees performance (leverage, cost of capital, crowd-in, utilisation).
- **High-level negotiation & deal structuring:** Leads complex, multi-party negotiations (MoUs, contribution/grant agreements, co-financing), manages risk, and closes transformational, multi-year commitments.
- **Donor portfolio diversification & growth:** Builds theses for new segments (sovereign, multilateral, foundations, corporates, HNWI), increases the share of strategic funding.
- **Revenue analytics, CRM & performance control:** Operates a disciplined revenue funnel with scenario modelling, FX/exposure awareness, and audit-ready reporting; integrates CRM with Finance/ERP for pipeline, risk, and compliance.

Desirable criteria

- **Major-donor & corporate partnership development:** Access to HNWI and C-suite networks; experience with venture philanthropy, corporate foundations, and scalable co-marketing/cause initiatives.
- **Capital-markets fluency for impact:** Engages DFIs/banks on guarantees/bonds and translates term sheets into programme-financeable structures and internal controls.
- **Campaign communications & advocacy integration:** Aligns message house, advocacy cadence, and media/surrogate strategy with funding windows to lift.

Behaviours and mindsets

- **Collaborative and Trust-Building:** Foster trust and transparency across diverse stakeholders through diplomacy and consistency, creating an environment of shared purpose and mutual respect.
- **Visionary and Adaptive Thinking:** Anticipate global political, economic, and donor trends with foresight and agility. Rally partners around transformative goals while navigating ambiguity and shifting contexts with composure.
- **Diplomatic and Relationship-Centred:** Apply cultural intelligence and geopolitical awareness to build and strengthen trusted partnerships. Engage effectively across diverse contexts and forums to advance Gavi's mission and resource mobilisation goals.
- **Decisive and Inclusive Execution:** Translate big ideas and political commitments into actionable strategies. Balance autonomy with inclusiveness, ensuring decisions reflect sound judgment and organisational consensus.
- **Ethical and Purpose-Driven Leadership:** Uphold integrity and fairness in all interactions, anchoring decisions in Gavi's mission and values while maintaining accountability and donor trust.

Leadership style

- **One Gavi Mindset:** Thinks and acts with Gavi and the Alliance best interest in mind, role models values and behaviours, fosters shared accountability, promotes and exhibits strong collaboration within and across departments.
- **Agile Leadership:** Adapts quickly to shifting contexts, guides teams through uncertainty, and drives decisions that balance long-term strategy with short-term responsiveness.

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- **Strategic-Pragmatic:** Balances long-term vision with operational realities, translating strategy into clear, outcome-driven actions.
- **Influence and Drive Change:** Builds alignment and commitment among diverse stakeholders, driving progress through diplomacy, credibility, and shared purpose.
- **Talent Development:** Grows talent with an organisation-wide perspective, cultivates high-performing teams by setting clear expectations, providing regular feedback, and mentoring talent to thrive in a dynamic, mission-driven environment.

Languages:

- Fluency in English (spoken and written).
- Fluency in French, Spanish, or another UN language would be a strong asset.

Location: Geneva, Switzerland