



Position Specification

Global Fund to Fight AIDS, Tuberculosis & Malaria
Head, Grant Management Division

Our Client

This specification should be read in conjunction with information on the Global Fund's website at: <http://www.theglobalfund.org>.

The Global Fund intends to appoint a Head of Grant Management, a critical executive leadership role responsible for overseeing the delivery of the organization's US\$4–5 billion annual grant portfolio, supporting programmes in approximately 100 countries. Reporting to the Executive Director and serving as a member of the Management Executive Committee, the Head of Grant Management will lead the organization's largest operational division and play a central role in shaping how the Global Fund translates its investments into health impact.

The role will require an exceptional executive with the strategic foresight to navigate a volatile global health environment and the operational leadership to translate strategy into delivery across a complex and highly differentiated portfolio. They will bring experience of leading geographically dispersed teams through transformation and change. They will combine outstanding judgement with the ability to balance operational rigor and fiduciary oversight with innovation, partnership and country ownership. An influential relationship builder, diplomat and empowering people leader, they will foster a culture of collaboration, accountability and continuous improvement, bringing together governments, donors, technical partners and colleagues across the Secretariat to drive execution and maximize impact.

Global Fund

Background

Created in 2002, the Global Fund to Fight AIDS, Tuberculosis and Malaria (the Global Fund, "GF") is a worldwide partnership dedicated to ending the three epidemics and building stronger, more equitable health systems. Each year, the Global Fund raises and invests approximately US\$5 billion to combat infectious diseases, challenge the inequities that fuel them, and strengthen health and community systems in more than 100 countries.

The partnership unites governments, civil society, communities affected by the diseases, health workers, technical and multilateral agencies, and the private sector to identify and scale what works so that the world achieves faster, more sustainable progress.

Since its inception, the Global Fund partnership has saved 70 million lives and contributed to steep declines in deaths and new infections. In 2024, programmes supported by the Global Fund provided antiretroviral therapy to 25.6 million people living with HIV, treated 7.35 million people for tuberculosis, and distributed 162 million insecticide-treated mosquito nets to prevent malaria. During the same period, nearly US\$2.7 billion was invested in strengthening health and community systems - a cornerstone of the organization's approach to achieving universal health coverage and pandemic preparedness.

Led by Executive Director Peter Sands, the Global Fund continues to implement its Strategy 2023-2028: Fighting Pandemics and Building a Healthier and More Equitable World. This Strategy places people, communities and human rights at the center of the Fund's mission to end AIDS, TB and malaria, while building resilience to new health threats. It reaffirms the Global Fund's unique role as a high-impact, performance-based partnership combining country ownership, innovation and accountability to deliver results and strengthen global health security.

The Eighth Replenishment (2025)

The Global Fund's Eighth Replenishment Summit took place on Friday, 21 November 2025, in Johannesburg, South Africa, co-hosted by the Governments of South Africa and the United Kingdom on the margins of the G20 Leaders' Summit.

At the Summit, partners pledged a total of US\$11.34 billion for the 2027-2029 implementation cycle. Although the pledges fell short of the aspirational investment target of approximately US\$18 billion, they reflected robust ongoing support amid global fiscal constraints. The outcome underscores both the enduring confidence in the Global Fund's mission and the need for continued innovation in financing, efficiency and domestic resource mobilization.

This new funding commitment follows the record-breaking Seventh Replenishment in 2022, which mobilized US\$15.7 billion - the largest amount ever raised by the partnership - enabling the Board to approve unprecedented investments in the fight against the diseases and in health systems strengthening (HSS) across 2023-2025. The Eighth Replenishment resources will support the next grant cycle under the Strategy 2023-2028, focusing on impact, equity and resilience through 2029.

Global Fund's Strategy 2023 - 2028: Fighting Pandemics and Building a Healthier and More Equitable World

Global Fund's Strategy 2023-2028 sets the direction for the current phase of the partnership's evolution. With the Fund recently reaching the midpoint of implementation in November 2025, the Strategy continues to guide efforts to accelerate progress toward ending AIDS, tuberculosis and malaria, while embedding equity, resilience and sustainability within national and community systems for health. It also ensures alignment with Sustainable Development Goal 3, Good Health and Well-Being for All.

The Strategy's primary goal - to end AIDS, tuberculosis and malaria - is underpinned by four mutually reinforcing objectives that draw on the Global Fund's distinctive model of shared investment, accountability and community leadership:

1. **Maximizing People-centered Integrated Systems for Health to Deliver Impact, Resilience and Sustainability.** Resilient and sustainable systems for health (RSSH) remain at the heart of the Global Fund's model. Investments in workforce capacity, supply chains, laboratories, data systems and community health networks are essential to deliver results against the three diseases and strengthen pandemic preparedness and response (PPR) capabilities.
2. **Maximizing the Engagement and Leadership of Most Affected Communities to Leave No One Behind.** Community leadership continues to define the Global Fund's approach. The active participation of people living with and affected by the three diseases ensures that programmes are evidence-based, rights-based, gender-responsive and grounded in local realities.
3. **Maximizing Health Equity, Gender Equality and Human Rights.** Vast inequities in access to health services and HTM-related outcomes persist between and within the countries that Global Fund supports. Human rights and gender-related barriers, including stigma, discrimination and criminalization, increase vulnerability to HTM acquisition and limit access to services. Global Fund embeds human rights and gender equality across all its investments to reach key and vulnerable populations, dismantle barriers to access, and ensure that progress is inclusive and sustainable.
4. **Mobilizing Increased Resources.** With the Eighth Replenishment completed, Global Fund will focus on effective deployment of resources, expanded domestic financing, and new financing partnerships to sustain progress and deliver measurable impact toward the 2030 targets.

An additional cross-cutting objective on PPR leverages the Global Fund's existing infrastructure to help countries prevent, detect and respond to emerging health threats, while addressing interconnected challenges such as antimicrobial resistance and climate-related health risks. Through this integrated approach, the Global Fund seeks to protect hard-won gains, strengthen global health security, and ensure continued progress toward a world free of AIDS, tuberculosis and malaria.

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 programmes in the most effective way possible.

The Role

Reporting to the Executive Director, the Head of Grant Management provides strategic leadership and day-to-day management of the Global Fund's largest operational division, with accountability for the design, implementation, oversight and transition of its grant portfolio. The role carries a mandate extending beyond portfolio management. The Head of Grant Management is a key leader within the organization, setting the tone for how the Global Fund translates donor dollars into health impact, through grant design, implementation, and oversight, and in the way we work with countries.

Given the scale, complexity and reach of its grant portfolio, the Global Fund plays a core role in the global health ecosystem as a large provider of grants for health financing. By funding the implementation of high impact programs against HIV, tuberculosis and malaria, and to strengthen country health systems, the Global Fund supports countries in improving the health of their populations, especially the poorest and most marginalized, and in progressing towards Universal Health Coverage (UHC). The Head of the Grant Management Division is accountable for ensuring the effective, efficient and impactful delivery of Global Fund grants with the aim of maximizing programmatic outcomes in line with the Global Fund's mission.

The Head of Grant Management must nurture the principles of country ownership and partnership that underpin the Global Fund delivery model, acting as an enabler of country-led efforts to defeat the three diseases, to advance progress towards self-reliance, and to leverage the capabilities of the partnership as a whole to maximize health outcomes. Working with Management Executive Committee (MEC) peers, the Head of Grant Management will shape and implement the next evolution of the Global Fund's grant delivery model across the full grant lifecycle. This will entail establishing strong partnerships with governments, including Ministers of Health/Finance; civil society and community implementers; technical partners; and internal stakeholders. The Head of Grant Management will need to be able to operate effectively across highly differentiated, complex and changeable country contexts.

As leader of the Grant Management division, the Head is responsible for the comprehensive management and oversight of the Global Fund's grant portfolio, including areas such as operational policy, grant oversight and performance, country engagement, risk and assurance, and operational partnerships, with the overarching objective of delivering high-impact, timely and sustainable results for people affected by the three diseases. The Head will be expected to intervene to resolve difficult implementation issues and catalyze the response to crises, such as natural/weather events, disease outbreaks and conflict.

As a member of the MEC, and responsible for the largest division in terms of workforce, the Head of the Grant Management Division engages as a key leader of the Secretariat as a whole, contributing to overall strategy and policy.

The Head of Grant Management is expected to foster a high-performance environment rooted in technical excellence, integrity, and collaboration with counterparts across the Secretariat and underpinned by a culture of psychological safety, inclusion, and trust. Through ongoing mentorship, coaching, and capacity-building, the Head must ensure that the grant-facing teams are operationally effective and efficient, working in a collaborative manner with functional, technical and domain experts across the Secretariat, and leveraging the capabilities of technical partners, while also being responsive and adaptive to evolving country needs in a volatile and highly uncertain external context.

Strategic Leadership of GMD

- Lead the continuous evolution of GMD to be fit-for-purpose within the context of the ongoing transformation of the Secretariat, changing needs of countries, and an evolving global health ecosystem.
- Lead the GMD leadership team, ensuring robust oversight, consistency and accountability across grant management policies, processes and operational decisions.
- Ensure that Global Fund operational strategies and policies related to grant implementation, country engagement and portfolio management remain fit-for-purpose, responsive to country realities and aligned with the Global Fund's mission and shifts in the broader ecosystem.
- Enable the effectiveness of the MEC and Executive Director by leading or co-leading the development of strategic guidance and policies related to grant implementation and broader operational effectiveness to achieve maximum impact of grant investments.
- Drive differentiated grant strategy across country income groups, protecting allocations and impact in low-income and fragile/conflict-affected settings while designing responsible financial sustainability and transition pathways for middle-income countries.
- Work with MEC peers and other partners to progress targeted integration of disease-specific interventions to deliver more patient-centric and cost-effective services, without compromising on disease objectives.
- Ensure that country allocations and grant cycles are designed to absorb resource constraints and preserve lifesaving services, in line with the Global Fund's core mission.
- Provide strategic leadership on portfolio reprogramming, including building institutional frameworks for rapid, evidence-based mid-cycle adjustments.

Organizational Leadership and Capability Development

- Lead, develop, and hold accountable Grant Management Division's entire grant management team, working across highly differentiated geographies to deliver high impact grants.
- Lead, empower and hold accountable a team of regional department heads, fostering a high-performing leadership culture, clear ownership of results and effective coordination across grant management functions.
- Foster a culture of adaptive management, country partnership, and strategic risk appetite across GMD and the Secretariat as a whole.
- Actively contribute to collective, rapid and high-quality decision-making, and the reinforcement of a strong organizational culture aligned with the Global Fund's values.
- Champion collaboration across the Secretariat, leveraging functional and domain expertise in support of Country Teams to maximize impact at a country level.
- Proactively sponsor people priorities, including leadership and skills development, performance and talent management across GMD and, as a senior leader, across the full Secretariat.

Country Transition and Domestic Resource Mobilization

- Embed domestic co-financing requirements, counterpart contribution milestones, and health financing reform benchmarks into grant agreements to support and incentivize country transition pathways.
- With MEC peers, lead the development and scaling of the Global Fund's transition support interventions, building on the introduction of explicit transition timetables.
- With MEC peers, work in close partnership with health and finance ministries, other national and regional institutions, and parliamentary accountability bodies, positioning the Global Fund as a strategic partner in driving the increased use of country and regional systems and integration to primary health care platforms as appropriate.

Grant Design and Innovation

- Provide leadership on continuous redesign of grant frameworks to enhance effectiveness and efficiency, balancing need for differentiation with imperative to simplify and streamline.
- Enhance flexibility of grant instruments and processes to accommodate the volatility of the current financing environment, including pre-agreed reprogramming triggers and contingency mechanisms.

Position Specification

Ref: Head, Grant Management Division
Global Fund to Fight AIDS, Tuberculosis & Malaria

- In collaboration with other MEC colleagues, enhance innovative financing modalities (including blending, debt-to-health) consolidating and coordinating external funding investments within the country in collaboration with partners, multilateral development banks (MDBs) and other partners.
- Ensure that the Division establishes, maintains and develops robust and data -driven operational approaches to drive, consistent, transparent and high-quality grant management to facilitate financial management, demand-forecasting, procurement conversion, and programmatic oversight.

Risk, Accountability, and Fiduciary Integrity

- Maintain robust grant oversight standards while continuously recalibrating risk frameworks to accommodate the complexity of transition contexts, fragile settings, and rapidly shifting financing landscapes, balancing fiduciary risk with programmatic impact.
- Oversee fit-for-purpose third-party assurance mechanisms (Local Fund Agents) in an evolving operating environment.
- Ensure the Grant Management Division's accountability frameworks evolve in alignment with strategic changes of the Global Fund overall, driving health outcomes and programmatic impact. Ensure strong, risk-adjusted grant oversight, including the implementation of OIG findings, the application of appropriate safeguards, and close coordination with risk and assurance functions.
- Ensure grant data, performance, risk and recoveries information is reliable, comprehensive and used systematically to support portfolio-level analysis, decision-making and impact optimization.

Geopolitical and Diplomatic Engagement

- Navigate the complex geopolitics and trends shaping country engagement, including shifts in the dynamics of the global health ecosystem.
- Maintain credibility, integrity and trust in Global Fund relationships with countries, reinforcing the Global Fund's positioning as the multilateral grant partner of choice for countries responding to crises, and navigating the transition to health sovereignty.
- Represent GMD in Board- and Committee-level deliberations, Country Coordinating Mechanism (CCM) negotiations, and high-level policy dialogues with government counterparts.

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

Key Activities

- Grant execution
- Relevant Global Fund KPIs, as agreed with the Board,
- Performance and Accountability (P&A) metrics specific to Grant Management Division,
- Annual performance objectives;

Key Internal Relationships

All Management Executive Committee Members and predominantly, Head Strategic Investment & Impact Division, CFO, Chief Risk Officer, General Counsel, Head of External Relations and Communications Division, Head of Strategy & Policy Department.

Key External Relationships

Board members, governments, bi/multilateral representatives, in-country partners, Ministers of Health and Finance.

Candidate Profile

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

Qualifications

Essential:

Advanced university degree in economics, development finance, business administration, public health or other relevant field; or an equivalent combination of academic/professional qualifications and experience.

Desirable:

Advanced university degree in business & management

Experience

Essential:

- Proven track record of leading large-scale operational transformation and organizational change within complex, results-based organizations;
- Demonstrated ability to adapt operating models and approaches across highly differentiated country contexts, balancing consistency with appropriate flexibility and local ownership;
- Substantial management experience, including successful direction of grant-making operations;
- Experience in international development, including global public health issues;
- Experience in developing and maintaining management, financial, risk and quality assurance systems, including the alignment of objectives and approaches across organizational boundaries;
- Experience of being part of the executive management team, influencing and collaborating to help shape strategic and policy direction and decisions;
- Experience in program management in developing countries;
- Proven ability to lead culturally diverse and multi-disciplinary teams;
- Strong diplomacy, influencing and communications skills and exceptional professional credibility;
- An empowering and decisive leadership style, with the ability to translate strategy into action, drive execution and deliver measurable outcomes; and
- Excellent networking, collaboration and teamwork skills.

Desirable:

- Experience in interacting with multi-stakeholder boards;
- Prior experience with the Global Fund; and
- Experience across the public, private and civil society sectors.

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

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- Adaptability

Functional Competencies:

- Business (Level 3)
- Country Context (Level 3)
- Geopolitical awareness (Level 3)
- Global/Public Health (Level 3)
- Multicultural Understanding (Level 3)
- Negotiations (methods and techniques) (Level 3)
- Operational Policy (Level 3)
- Resource Mobilization (Level 3)
- Risk (Level 2)
- Disease Knowledge (Level 3)
- Human Rights/Gender/KPs (Level 3)
- Strengthening Health Systems (Level 3)
- Finance (Level 2)

Given the seniority of the appointment and its fiduciary responsibilities, the preferred candidate will be subject to enhanced executive referencing and due diligence, alongside the Global Fund's standard recruitment process.

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Contact

Henry Scarlett

Russell Reynolds Associates
Almack House, 28 King Street
London
SW1Y 6QW
United Kingdom
responses@russellreynolds.com

Imogen Baird

Russell Reynolds Associates
Almack House, 28 King Street
London
SW1Y 6QW
United Kingdom
responses@russellreynolds.com