

HCP Cureblindness

TITLE: Chief Programs Officer

REPORTS TO: CEO

LOCATION: Remote

ORGANIZATIONAL PROFILE:

HCP Cureblindness works to cure needless blindness with high quality, cost effective eye care in underserved areas of the world. Thirty-six million people are blind worldwide, yet 80% of this burden is treatable or preventable. Cataract is the largest cause of blindness affecting 17 million people, who could be cured with a 10-minute, \$25 surgery. HCP is keenly focused on enduring solutions to avoidable blindness for under-resourced people and communities, not only providing critical care but strengthening local capacity to provide high-quality eye care to the underserved. HCP has offices in several locations in the US and other countries, with remote employees in multiple other locations. Programs are currently active in 11 countries and work with an estimated 75 implementing partners with plans to expand rapidly across Africa and Asia.

HCP Cureblindness is expanding its team to meet new challenges, scale its work, and broaden its reach. We are seeking individuals who are passionate about changing lives and want to be a part of a team that works together to reach new heights. We want leaders who can aim high and make things happen but are also invested in building a positive team dynamic to bring the work to life.

VISION: We envision a world in which no person is needlessly blind.

MISSION: Our mission is to cure needless blindness with high-quality, cost effective eye care in underserved areas of the world.

SCOPE OF WORK:

The Chief Programs Officer (CPO) will serve as a member of the executive management team and is responsible for leading HCP's program strategy development and delivery to realize our mission. The CPO leads a global team encompassing program design, partnership management, implementation and MERL. S/he will also be a key cross-functional partner with HCP's development and communications efforts and will partner closely with our Board of Directors and clinical advisors to ensure strong program strategy and delivery.

ESSENTIAL JOB FUNCTIONS/KEY DELIVERABLES:

Program Leadership

- In conjunction with the CEO and HCP Leadership Team, develop and implement HCP's overall Program vision and strategy.
- Lead implementation of HCP's programmatic work (Outreach/Surgeries, Infrastructure/Equipment, Training, and MERL) - across 11 core operating countries and with multiple global implementing partners. Assess key strengths to scale and opportunity areas from which to learn across geographies.
- Identify and lead key steps to bring the programmatic growth strategy to fruition: develop key milestones and metrics, identify key resources and capabilities needed, and liaise with cross-functional partners and key stakeholders to develop a clear implementation plan.
- Cultivate and deepen strong, collaborative partnerships with implementing partners in core countries as well as other organizational partners that expand HCP's impact.

- Lead annual budget planning process for the Programs team tied to implementation and budget monitoring. Lead related programmatic financial decision making and tracking in partnership with Finance throughout the year.
- In partnership with the COO, develop and enable consistent implementation of processes and systems that facilitate smooth workflow, equitable and efficient work allocation, quality control, monitoring and evaluation, and communication within and among programs as well as between Programs and other HCP departments.
- Ensure thorough, reliable and real-time measurement of our programs and impact. Support and advance HCP's research and learning in a manner that will enhance our reputation as a leader in the field and strengthen advocacy and impactful communications efforts.
- Oversee the successful execution of infrastructure development projects, including the resources to complete construction and governance of two hospital projects in Ethiopia and Ghana.

Development and Donor Engagement

- Partner closely with the Development team and clinical leaders to ensure that all funding proposals include the appropriate programmatic/technical inputs to make them as compelling as possible. Collaborate on future funding pipeline, providing leadership guidance on key priority areas, geographies and needs.
- In partnership with the Development team, ensure funding streams, including grants, are managed well, tracked, and regularly reported out per operational standards
- Support Director of Development in ongoing donor engagement – including monitoring programmatic inputs to donor communications
- Liaise with key donors and work with the Development team on the identification, pursuit, and stewardship of development opportunities suited to support Program areas.

Management and Organizational Leadership

- Contribute to organizational strategy as a member of HCP's leadership team, including the development of organization-wide and department annual goals, strategies, and desired outcomes, along with the development of corresponding budgets.
- Lead and develop a global team of ~30 staff members, with 7 direct reports. Ensure each team member has a clear understanding of their role scope and deliverables. Establish clear expectations to motivate and assess team effectiveness.
- Provide guidance, feedback, coaching and mentoring to enable team members to continually develop and improve their effectiveness while also building a collaborative, motivated team.
- Manage Programs team staffing and hiring processes, including defining staff structure and scopes of work to deliver on Programs goals and objectives.
- Manage, train and mentor Program leads on development of programmatic strategy, management, and project-level management.
- Partner closely with the Medical Director and other Board members and clinical leaders to ensure alignment for clear guidance across the programming team on priorities and deliverables
- Support CEO and board in building relationships with international stakeholders, including government officials, fellow NGOs, and donors.
- Represent HCP as a thought leader at meetings within the nonprofit, global health, and philanthropic communities and at conferences and other relevant meetings and events.

QUALIFICATIONS/CANDIDATE PROFILE

Seeking a seasoned professional with a proven track record of leadership and programmatic expertise, coupled with strategic insight and strong organizational management as demonstrated by the following:

Key Qualifications

- 15+ years of progressively increasing leadership experience leading multiple programs in developing markets.
- Bachelors degree or equivalent; advanced degree in international development, policy, public health, medicine, business or a related field a plus.
- Highly effective leadership; demonstrates a fundamental respect for the dignity of others. Works collegially and is a proven team builder. Values diverse perspectives, leverages individual strengths while building a collaborative, positive team dynamic. Inclined to coach and teach in order to improve knowledge and ability of others but holds people accountable for results.
- Proven experience in scaling effective programs. This includes development of a clear vision and milestones, assessment of strengths and areas of weakness to address and an astute ability to balance speed with quality.
- Experience in international public health in developing markets required. Familiarity with eye care and/or clinical experience is a plus.
- Strong relationship builder and communicator with experience leading diverse work teams, engaging community partners, and partnering with a CEO and board of directors on programmatic strategy. Values collaboration with cross-functional partners to deliver strong results at the organizational level in addition to the department level.
- An innovator, capable of creating or seizing opportunities to improve program effectiveness and outcomes and build strategic partnerships with other organizations.
- Politically astute and experienced in diplomatically balancing competing priorities; attentive to the perspectives and interests of various internal and external stakeholders.
- Can point to tangible examples of reporting and program measurement and evaluation. Demonstrates integrity, strives for excellence in her/his work, and has experience of leading others to new levels of effectiveness and programmatic impact.
- Ability and willingness to travel to international program sites as well as some domestic travel for in-person collaboration as needed.

Candidates must be able to provide proof of Covid-19 vaccination.

To Apply

We invite qualified candidates to submit a resume and cover letter. Please send materials via email to:

jobs@cureblindness.org

HCP Cureblindness considers all applicants on the basis of merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status or disability.