



POSITION PROFILE

Chief People Officer
Americares



ABOUT AMERICARES

Americares saves lives and improves health for people affected by poverty or disaster so they can reach their full potential. Health is essential. With good health, children can attend school, parents can be productive at work, and neighbors can work together to build strong communities.

But millions of people around the world don't have access to the health services they need. We seek to change that.

For 40 years, Americares has tackled the most complex health problems in the U.S. and around the world. By following our core values, Americares has maintained its position as a leader in thought and action for decades.

- **Collaborative:** We achieve significant and lasting impact by combining the expertise and resources of our staff, partners and the people we serve.
- **Accountable:** We measure and demonstrate results to serve our diverse communities, partners and donors with transparency and integrity.
- **Responsive:** We listen to the communities we serve and respond compassionately and nimbly to their needs.
- **Effective:** We make a difference by working productively, using resources wisely and efficiently and producing meaningful, sustainable outcomes. Since our founding in 1979, Americares has delivered more than \$11 billion in humanitarian assistance to people in 164 countries around the world. Every day, we put critically needed medicines and supplies in the hands of frontline health workers and deliver innovative, sustainable health improvements in their communities. We are the leading nonprofit for delivering donated medicines and medical supplies to health programs around the world.



ABOUT AMERICARES

Strategy

Our strategy is built on a singular idea: When local health centers thrive, so do people in their communities. Access to quality health care is critical. If health services are far away or costly, the result can be deadly. AmeriCares invests in local health centers—the health posts, community clinics and hospitals that make good health possible for millions of people in the U.S. and around the world.

AmeriCares has a transformative aspiration: to play a more integral, vital role in global public health solutions within the next decade and quadruple their ability to serve people in need. Building on our core strengths, and expanding our capacity, AmeriCares plans to significantly expand programs and partnerships that integrate medical and other resources to create critical public health outcomes. Additionally, we will be focused on expanding our global footprint and maintaining the entrepreneurial and nimble culture that has defined us for decades.

Financial Position & Resource Development

AmeriCares has an annual operating budget of more than \$60 million. Through 250 corporate partners and 100,000 donors, the organization annually delivers over \$900 million in programs and distributed medical gift-in-kind assistance.

AmeriCares creates unparalleled leverage for donors’ philanthropic dollars by using donated medicine and supplies and the local infrastructure of our partners: More than 98 percent of our resources directly support health programs. AmeriCares has earned a four-star rating—the highest possible—from Charity Navigator for four consecutive years.

Traditionally, AmeriCares has relied on private funding. However, in the last three years, AmeriCares has diversified its funding base to include public funding, fee-for-service income and other innovative resource initiatives. Both private donors and public funders will continue to be important and success in both relies on delivery of results in the program implementation. Programmatic funding has more than doubled as have the numbers of countries we work in programmatically. Continued growth in both depth and breadth of programming continues to be an organizational mandate.

Team

The AmeriCares staff of more than 500 are distributed across the AmeriCares headquarters in Stamford, Connecticut and current field offices in Colombia, El Salvador, India, Haiti, Liberia, Malawi, Puerto Rico, Philippines, and Tanzania.

LEARN MORE:

americares.org



THE OPPORTUNITY

Americares is currently seeking a Chief People Officer (CPO) who will oversee the development and integration of global human resources strategies and functions that support the organization's mission, values, and business strategy as it evolves and expands across its global footprint.

Reporting to the President and CEO, the CPO will be a strategic leader with the ability to play a key role in developing and implementing strategies that advance Americares efforts to be a high-performance organization that is fueled by a skilled, engaged and diverse global workforce and vibrant, inclusive culture.

This is a unique opportunity to work in close partnership with the CEO, Board of Directors, leadership team, HR team, and staff around the world to develop and implement a bold and exciting vision for Americares as an organization that attracts top talent, ensures they are highly engaged in the mission, work and culture of the organization, develop them in their careers, and maximizes their contributions.



THE OPPORTUNITY

Key Responsibilities:

- **Talent Management:** Developing and implementing best in class human capital leadership and effective practices for recruiting, training, development and performance management practices with a focus on learning and development
- **Global HR Systems and Practices:** Ensuring effective Human Resources administrative and operational functions, including benefits, compensation, employee relations, compliance and organization-wide policies and procedures
- **Organizational Leadership:** Serving as a leader across the organization, driving innovation and change, setting goals, communicating key messages and embodying core values
- **Organizational Culture:** Creating a collaborative, inclusive global culture that reflects AmeriCare's values, attracts top talent, and advances engagement, effectiveness, and innovation; serve as "culture carrier" across all of AmeriCare's

The CPO will lead all of the areas of responsibility outlined above with a lens for diversity, equity, and inclusion, providing both strategic and tactical leadership for all aspects of AmeriCare's people and HR needs.

The CPO will be based in AmeriCare's Stamford, CT office, but will work across the organizational globally.



CANDIDATE PROFILE

Strong candidates will bring deep people and HR competencies and skills combined with the vision and energy required to build and grow a global organization with leading-edge people and talent practices and policies. They will be exceptional leaders and managers with the capacity to work in partnership across the organization to drive change and ensure that Americares greatest asset- its people- is fully engaged and supported and that organizational values are reflected in all activities.

Desired core competencies:

Strategic Leadership

A strategic leader and advisor, the CPO must leverage their understanding of the organization and its current programs and culture in order to develop a solution-oriented approach to driving transformative change in a consistent manner. The role will be responsible for developing a progressive and comprehensive People and Culture strategy, implementing it across the regions and functions and aligning it to the organization's global goals. The CPO will be Board-facing and collaborate with leaders across Americares to ensure their human resources needs and goals are met.

Operational Leader

The CPO will bring the skills required to operationalize new strategies and initiatives. They must be both strategic and hands-on, ready to jump in as necessary, demonstrating agility and collaboration and the ability to drive change across the organization.

Culture Influencer

A strong culture carrier with the ability to communicate a shared values philosophy across employees, volunteers and partners. The CPO will play a pivotal role in helping to articulate, nurture and inculcate the culture as Americares grows and matures. Understanding the importance of cultural differences and acceptance across a global geography is critical.

Diversity, Equity and Inclusion Leader

The CPO will bring insight and leadership to Americares diversity work, developing and implementing a clear strategy and vision and ensuring that this work is infused across all aspects of the organization.

CANDIDATE PROFILE

Talent Architect

A builder with the demonstrated ability to design and implement effective talent recruitment, management and retention strategies that lead to an engaged, diverse and inclusive workforce. The CPO will enhance AmeriCares reputation as an employer of choice through the development and implementation of a wide range of innovative talent initiatives and strategies.

Emotional Intelligence

Empathy and exceptional interpersonal skills are essential for the CPO. They must be compassionate, self-aware, and able to skillfully manage across a variety of cultures and leadership styles.

Authenticity

The CPO must have an exceptional ability to manage complex organizational challenges while being open and transparent with the CEO and her executive team as well as team members, fostering trust and serving as a safe and credible resource at all times.

Global Mindset

A leader with experience building and developing a diverse, equitable and inclusive organization and global team, in which all voices are heard and valued. They must be able to collaborate closely with the CEO, leadership team and local leadership across all areas of talent management, culture and diversity, equity and inclusion and be seen as a trusted partner who understands cultural and ethical differences.



CANDIDATE PROFILE

In addition, strong candidates will offer the following skills, characteristics, and experiences:

- A proactive leader with strong generalist skills and evidence of developing human resources strategies that reflect the values and goals of an organization in growth mode;
- Leadership of Diversity, Equity and Inclusion programs and policies;
- Lifecycle talent acquisition and development experience;
- Knowledge of global compensation & benefits strategies and programs;
- Strength in developing change management strategies, managing their execution and monitoring for impact;
- Learning and development experience (including executive and leadership development, succession planning, mentoring and coaching);
- Organization design skills, with the ability to ensure that organizational structures are effective for achieving broader goals;
- A continuous improvement and learning philosophy;
- A personal style that is warm, approachable, and embodies a culture of caring, respect, and openness; *and*
- Authentic interest and belief in AmeriCares vision and mission, and a desire to help a global team achieve that mission by building effective people and culture systems and practices.



TO EXPRESS INTEREST

Molly Brennan and Judy Boreham of Koya Partners and Diversified Search Group have been exclusively retained for this search. To express your interest in this role please submit your materials [here](#). All inquiries and discussions will be considered strictly confidential.

Americares is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About Koya Partners

Koya Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone.

For more information about Koya Partners, visit www.koyapartners.com.