



*Mobilizing the next generation
of health equity leaders.*

Team: Executive

Location: Lilongwe, Malawi; Kigali, Rwanda; Kampala, Uganda; Lusaka, Zambia;
Nairobi, Kenya

Reports to: Chief Executive Officer

Global Health Corps

Since 2009, Global Health Corps (GHC) has recruited, trained and mobilized a network of 1300+ next gen leaders committed to transforming health systems. Through our U.S. and Africa Leadership Accelerators and the Alumni Program, GHC catalyzes innovative and resilient health leaders to drive systems change across their careers. Our leadership approach cultivates undervalued but critical leadership traits for a changing and dynamic world: collaboration, critical thinking, humility, empathy, storytelling, and adaptiveness.

GHC's programs have achieved significant impact: alums are 2x as likely to remain in the health sector; the majority have risen to mid- or senior- level positions and 90% of them attribute professional success to GHC. GHC leaders are concentrated in Malawi, Rwanda, Uganda, Zambia, and the U.S., but this "stickiest network in health" has a truly global reach across 40+ countries and 450+ health organizations. GHC's leadership approach has been recognized by Skoll Foundation, Echoing Green, Mulago, and DRK Foundation.

Job Summary

The Chief Program Officer (CPO) is a strategic leader responsible for overseeing GHC's U.S. and Africa Leadership Accelerator fellowships, driving program design, innovation, and execution in close collaboration with the Directors of U.S. and Africa Programs. They shape program strategy and vision, ensuring alignment with GHC's mission while maximizing growth and impact.

The CPO provides strategic oversight in defining the structure, frameworks, and operating model for GHC's programs, ensuring they are impactful, mission-driven, and financially sustainable. Additionally, they lead the development and implementation of GHC's customized leadership and management development programs, including shaping the business model, designing new program offerings, and managing a portfolio of projects—engaging potential clients, drafting proposals, designing curriculum and facilitating high-impact leadership initiatives.

As a key member of the Senior Leadership Team (SLT) and Country Leadership Team (CLT), the CPO partners with the CEO, COO, and senior leaders to drive GHC's global strategy and execution. They play a critical role in strengthening partnerships, operations, and organizational sustainability while collaborating with the Development team to advance fundraising efforts and secure program funding.

A trusted thought partner, coach, and communicator, the CPO champions leadership development, strengthens GHC's brand positioning and thought leadership, and contributes to institutional growth. Through strategic execution and resource mobilization, they ensure GHC's programs remain high-impact, mission-aligned, and financially resilient.

Roles & Responsibilities

Executive leadership

- Collaborate with the CEO and COO and other organizational leaders in strategic planning and support the COO in annual goal-setting to drive organizational priorities.
- Serve as a key member of the Senior Leadership Team and in shaping GHC's global impact, program vision, and long-term sustainability, ensuring alignment with mission, impact goals, and financial health.
- Serve as an Officer of the organization and liaise with the Board of Directors around programmatic strategy and partnerships.

Strategic Partnership & Development

- Identify, cultivate and expand strategic relationships with donors, decision-makers, and industry leaders to enhance GHC's influence, drive partnerships, and unlock new funding opportunities at both local and international levels.
- Participate in fundraising efforts in collaboration with the CEO, Development team, and Country Leads, ensuring a diversified and sustainable funding base to support GHC's long-term programmatic goals.
- Oversee and expand customized leadership and management training programs; build out client base; coordinate curricula and program design and staff delivery.
- Strengthen GHC's visibility and influence by representing the organization at high-impact forums, including conferences, panels, advisory boards, and strategic committees.

Programs

- Oversee the U.S. and Africa Leadership Accelerator fellowships, including fellow recruitment and selection; curricula and program design and delivery; partner management and cost-share strategy and cross-team collaboration.
- Lead program innovation, design, piloting, and expansion, ensuring scalability, sustainability, and alignment with GHC's mission.
- Establish robust internal systems, policies, and KPIs to measure programmatic impact, enhance operational efficiency, and drive continuous program improvement.

Staff leadership

- Oversee Country Leadership Team, U.S. and Africa Directors of Programs and manage programs team staff across five countries: U.S., Malawi, Rwanda, Zambia and Uganda.
- Provide strong day-to-day leadership presence; steward staff engagement and commitment to supporting GHC's cultural priority of building a trusting, respectful, and inclusive environment across staff location, background, and identity

Cross-team collaboration

- Align organizational and team priorities by facilitating cross-functional collaboration and clear internal communication.
- Ensure high-quality programmatic reporting to funders while partnering with Finance and the Impact team to drive strategic resource allocation and maintain financial sustainability.
- Lead high-impact special cross functional projects that enhance organizational effectiveness and program impact.

Who You Are

- An enthusiastic advocate for Global Health Corps' mission and values. You are inspired to empower and support leaders building a movement for global health equity. You thrive on a close-knit team that values shared integrity, inclusive collaboration, sustainable resilience, and continuous learning.
- An empathetic leader and strong coach. Experience in leading and managing high performing teams to problem solve, craft solutions with stakeholder engagement (internal and external), by generating high quality outputs and outcomes with accuracy in compliance. Ability to credibly convene and influence diverse partners, frame issues, and facilitate high-quality decision-making around multiple priorities in a dynamic environment.
- A strong communicator and relationship builder. You have a warm, energetic, and authentic personality that translates to building lasting relationships with a range of personalities. You can flex your strong written and verbal communication skills to adapt to audience, message, and delivery.
- A detail-oriented program manager with a systems mindset. You understand what details matter, and you get them right. You look for ways to make program systems simple, efficient, and user-friendly. You can turn a vision into tactical next steps for yourself and your teams.
- An action-oriented, entrepreneurial, and collaborative team member. You possess a "get it done" attitude, with the ability to stay focused and nimble in a dynamic environment. You can create strategy but also willing to roll up your sleeves to get the work done. You work effectively across teams, time zones, and people from diverse cultural backgrounds.
- An Experienced executive with:
 - 15+ years of progressive senior management and leadership experience, including at an executive level
 - Deep experience in adult learning, leadership development, curricula design and delivery
 - Proven project manager with experience using team management tools (ie RASCI, MOCHA) and success in defining, tracking and meeting deadlines.
 - Experience in the social sector in Africa, and the U.S., preferably in public and global health.
 - Established track record of raising funds from public and private donors

Work Eligibility

GHC does not sponsor work permits. Applicants must be authorized to work in one of the countries mentioned under 'locations'.

Compensation and Benefits

GHC offers excellent benefits, including health insurance, paid vacation days, five wellness days, a professional development stipend, and flexible scheduling. The salary range for this position is \$110,000 and \$130,000. We will share country-specific details during the recruitment process.

Apply





We are partnering with Homecoming Executive search firm to lead the recruitment for this role. If you know someone who aligns strongly with the profile, we'd love to hear from you. Please send their resume or LinkedIn profile and contact details to people@ghcorps.org.

Global Health Corps is an equal-opportunity employer. We do not discriminate on any basis prohibited by applicable law.

We embrace and value diverse skill sets and backgrounds. We are a community of leaders who represent varied professional backgrounds, collaborating across fields and sectors to form a powerful, close-knit network of changemakers. Our diversity as a community is our strength, driving our ability to be empathetic, visionary, and effective leaders in the health equity movement, and engage with the world with dignity and respect.

Due to the high volume of applications received, only those selected for an interview will be contacted.

GHC's Core Competency Framework at a Glance

Pillar	Competency	Core Definition
 Drive <i>Execution & Results</i>	Ownership	We effectively and autonomously own our work and anticipate challenges to drive high-quality results.
	Strategic Planning	We create prioritized, tactical work plans aligned with team and organizational goals to drive cost-efficient and impactful results.
	Problem-solving	We take a structured, systematic approach to solve problems and drive efficient results.
 Improve <i>Progress & Change</i>	Adaptability	We take a solutions-oriented, flexible approach to adapting to change and dreaming big. We reframe challenges as opportunities.
	Continual Learning	We view learning as a life-long pursuit. We embrace feedback to help us grow.
 Connect <i>Working with Others</i>	Communication	We use clear, concise, and persuasive communication and compelling storytelling to influence and connect with others.
	Collaboration	We value collaboration, share information, and follow through. We approach conflict with empathy and openness. We leverage input and different perspectives to make our work stronger.
 Lead <i>Supporting Others</i>	Empathetic Leadership	We lead with empathy, care, and concern, fostering trust and creativity. We're aware of power dynamics and we take steps to address power imbalances.
	Coaching & Mentorship	We provide clear guidance and feedback to our teams, and we prioritize their development and growth.