



Managing Director/Directeur/trice Generale

Department	Executive
Reporting to	CEO
Location	West Africa (preferably in Conakry, Guinea, but Lomé, Togo will also be considered.)
Job Level	BG-12

Integrate Health is in year two of an ambitious five-year strategy with a goal to rapidly scale high-quality primary healthcare, led by governments, across West Africa. Integrate Health is seeking a Managing Director, based in West Africa, to serve as a key partner to the US-based CEO, in leading the organization and overseeing execution of this ambitious strategy.

The Role

The Managing Director (MD) will be the person who ensures that the day-to-day operations, planning, and execution align seamlessly with the expectations set by the CEO and the Board. This is a major role, in an organization with over 200 staff members and supporting more than 300 Community Health Workers across two countries of implementation. This role requires extraordinary organizational skills and attention to detail in order to orchestrate activities across functions, ensure transparent communication up, down and across the organization, and play point in the event of any change or crisis. The MD will be responsible for operational excellence, building a strong team, and co-leading the organization.

The top priorities for this role will be 1) translating the vision and strategy of the organization into execution, 2) driving operational excellence and 3) overseeing the Finance, HR, Monitoring, Evaluation and Quality Improvement (MEQI), Programmatic functions including the Country Directors.

Integrate Health offers a competitive compensation package, and a generous benefits package aligned to applicable law. The compensation range for this position will be between \$130,000 and \$170,000, depending on experience for candidates based in West Africa.

Specific Responsibilities and Expectations

1. Organizational Leadership

- Strategic Execution: Partner with the CEO and Board to translate strategic goals into operational plans, objectives, key results, and budgets and ensure effective execution
- Internal Communication: Serve as a primary amplifier of and reinforce key messages between the CEO and the organization, ensure clear, consistent, and timely communication flow across all functional teams and country directors
- Board Relations: Support the CEO and act as a key contact for the Board of Directors and its committees, facilitating effective communication and supporting Board activities
- Cross-Functional Collaboration: Foster collaboration across all functional and country teams, ensuring alignment and prioritization of efforts

2. Operational Excellence

- Operational Oversight: Provide oversight of all Integrate Health functional and country groups, ensuring efficient and effective operations
- Professional Services: Manage the acquisition and oversight of professional services, including legal, IT, insurance, benefits, tax, and audit. This includes the effective delegation of related responsibilities.
- Compliance: Maintain compliance with all applicable laws and regulations
- Policy Management: Oversee the development, updating, and compliance with organizational bylaws, policies, procedures, and other critical communications

3. Team-Building and Cross-Cutting Management

- Team Oversight: Coach and mentor the Country Directors and Senior Directors of the Finance & Operations, HR, Program and MEQI teams to optimize performance management and operational excellence across all teams

- Planning: Lead ongoing cross-functional planning initiatives, encompassing strategic planning, communications, sustainability, logistics, capital planning, business continuity, and crisis management
- Risk Management: Develop and implement robust risk management strategies and ensure effective crisis response
- Culture & Values: Promote a positive organizational culture and champion Integrate Health's values. This includes fostering a culture of feedback, professional development, and continuous learning
- Performance Management: Oversee goal setting, performance monitoring, and staff development initiatives
- Mentorship: Mentor and support staff, fostering a culture of growth and development
- Special Projects: Lead and manage ad hoc organization-wide projects, including change management initiatives

What we're looking for

We are looking for candidates who possess strong leadership skills, a strategic mindset, and a track record of successfully building and leading teams to manage complex projects and initiatives. The right candidate will be adept at constructing high-performing teams, fostering collaboration, and driving sustainable business growth in challenging and dynamic environments. The successful candidate will also be a servant-leader that recognizes that she or he is ultimately accountable to the patients and communities we serve.

What will get us excited?

- Extensive leadership experience: Minimum of ten years experience, at least five in a senior role, and a proven track record of successfully leading and managing teams and operations within a complex, geographically dispersed organization
- Strategic thinking and execution: Ability to translate strategic vision into actionable operational plans and drive results
- Exceptional communication and interpersonal skills: Ability to build strong relationships, communicate effectively at all levels, and foster collaboration across diverse teams.
- Strong operational and financial acumen: Deep understanding of operational processes, financial management, and resource allocation.
- Change management expertise: Proven ability to lead and manage organizational

- change effectively.
- Willingness to be based in West Africa and fully bilingual (French and English)
- A passion for social justice, global health equity, and eliminating preventable deaths in the world's most vulnerable communities.

Education:

Master of Business Administration (MBA), Master of Health Administration, MD, MPA, MPH or Masters in related field

Languages:

Fluency in French and English required.

Commitment to Diversity, Equity, and Inclusion:

At Integrate Health, we place a high value on diversity and the benefits that come from having employees with a wide variety of backgrounds and experiences. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status. Applicants of West African origin, especially women, are strongly encouraged to apply. To learn more, please visit the diversity, equity, and inclusion page on our website.

To Apply

Please submit a resume and responses to the three questions below in no more than one page to info@integratehealth.org with "Managing Director" in the subject line.

- Are you fluent in both English and French? Please give an example of your use of both languages in a senior professional capacity.
- Have you managed teams? Please list your most recent role, title and the size of the team you lead.
- What is the most important strength you would bring to this position?

Please keep total question responses to a maximum of one page. The application deadline is rolling. Interested applicants are strongly encouraged to apply as soon as possible.

Hiring Process

The hiring process will include the following steps:

1. Review submitted applications
2. Conduct 20-minute screening interviews for shortlisted candidates

3. Request that shortlisted candidates submit a practical assessment (designed to take no more than two hours to complete)
4. Conduct skills-based interviews for 3-5 candidates
5. Request references
6. Conduct final interview if necessary
7. Make offer

Only shortlisted applicants will be contacted, but candidates who proceed to step 2 will be notified if they are not chosen for step 3.

About Integrate Health

Integrate Health (IH) is a rapidly growing global health organization working to serve rural and remote communities in Togo, and in Guinea, West Africa. We believe that access to healthcare is a human right, and we are committed to making this a reality by partnering with governments and local communities to make quality primary healthcare accessible to all. We implement and study an integrated approach to strengthening primary healthcare delivery in order to achieve universal health coverage. By integrating professional Community Health Workers with improved care in public clinics, this approach creates a patient-centered health system that is accountable to the community and dramatically reduces mortality in severely resource-limited settings. For more information on Integrate Health, please visit www.integratehealth.org.