“For I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you welcomed me, I was naked and you clothed me, I was sick and you visited me, I was in prison and you came to me.”

Matthew 25
Medair embodies the compassion of Jesus Christ as we relieve human suffering in some of the world’s most remote and devastated places. After seven years of wise and diligent leadership from Jim Ingram, Medair is now seeking our next CEO. Medair requires a strategic leader with bold vision and courageous faith to take us forward in our mission.

Medair saves lives in emergencies and then stays to help people recover from crisis with dignity. Our teams do whatever it takes to bring assistance where it is needed most, regardless of religion, race or nationality. We work side by side with communities and partners to leave a lasting impact.

We do not believe that humanitarian aid should be used to further a particular political or religious viewpoint. Our first and last consideration is the dignity of the people we serve. The quality of our work over decades has been built on the foundation of unified teams of humanitarians, led prayerfully and serving with professional excellence.

The next CEO of Medair will have led at significant levels of organizational complexity, and be seasoned in managing large operations and budgets. However, what will define this next chapter of leadership is the ability to lead us into greater maturity in the following areas:

- **Confidence in our identity**: You will enable Medair teams to continue integrating their Christian faith into hands-on and highly professional humanitarian action, delivered with compassion, sensitivity and integrity.
- **Confidence in our approach**: You will be passionate about our approach and the impact of our programs. You will be an assured advocate and raise our voice and profile in the appropriate communities of influence.
- **Confidence in our actions**: You will know, or learn, what it is like to lead major humanitarian responses on the ground. You will understand the pressures and complexity that our field teams face on a daily basis.
- **Confidence in our value**: You will lead Medair’s income growth, ensuring a sustainable revenue model through balancing institutional and private funding.
- **Confidence in our organizational development**: You will develop the leadership and systems to navigate the strategic challenges of our times: geo-political instability, reduced humanitarian space, increased accountability, changing donor landscape and constant change.
- **Confidence in partnerships**: You will ensure that we are able to effectively respond to the growing global humanitarian needs within a complex stakeholder environment. This will require you to invest in and oversee the development of key partnerships in the sector without compromising our distinctive identity.

Experience in the INGO sector is highly valued but not a necessary requirement for the role. Please read further if you are a highly strategic leader looking to lead a humanitarian organization into increased impact and influence.
Medair’s mission is to bring help and hope to the suffering of this world. We seek to serve the world’s most vulnerable people, including those in “forgotten” crises where there are few media reports to bring attention and transparency. Therefore, while we are working in highly visible conflict situations, such as in Syria and Iraq, we are also helping people struggling through crises in very remote and insecure regions of Afghanistan, DR Congo, Somalia and South Sudan. We feel called to act because, in many cases, if Medair did not help, nobody would.

In an emergency, Medair teams mobilize quickly to protect the lives and health of people in desperate situations, such as when natural disasters strike or when they get caught up in the violence of civil conflicts. Once the crisis stage of an emergency situation subsides, vulnerable people need a different kind of Medair support - one that shifts away from urgent needs towards establishing infrastructure, systems, services and building resilience that will sustain them through future crises.

In 2016, we provided humanitarian aid to approximately two million people in 14 countries. Our teams responded to natural disasters in Haiti and Ecuador, and we delivered life-saving aid in some of the hardest-to-access places on earth. We waded through swamps in South Sudan, trekked over snowy mountains in Nepal, and carried out our mission in multiple conflict-embroiled countries throughout the year. Yet 2016 was also a difficult year for Medair. The scale of global human needs is immense and growing, far outstripping the resources available to respond with the compassion they demand. Despite funding scarcities, Medair made a conscious decision to persist with saving lives in places where our departure would have left a gap that jeopardized the survival of vulnerable families.

Medair provides a flexible range of relief and recovery services, with particular expertise in: health and nutrition; water, sanitation, and hygiene (WASH); and shelter and infrastructure. Medair is an active member of numerous humanitarian initiatives and networks, including the Core Humanitarian Standard, VOICE, Integral Alliance and EU-CORD. Medair is also a signatory to the Red Cross Code of Conduct.
Medair is united throughout the world by a set of common values.

**INTEGRITY:** We strive to live out our values and principles consistently at every level of the organization, and in every location - from the remotest team to the international headquarters. Our desire is that as we work together in teams, our attitudes, words and actions will be true to Medair’s vision and character.

**HOPE:** We seek to bring hope to people devastated by crisis and caught in apparently hopeless situations. Together with the communities we serve, we strive to make sustainable improvements and increase their capacity to build a better future.

**ACCOUNTABILITY:** We are committed to employing best practices in our management and operations, pursuing excellence in all we do. We make ourselves accountable to our supporters, our staff and those we serve, and seek input from them to help us improve our activities and procedures.

**DIGNITY:** We believe that each person has been made in God’s image and is therefore uniquely valuable and worthy of the highest respect. Consequently, we reach out to all those in need, irrespective of their race, gender, religion, age or nationality. Wherever possible we personalize our assistance, taking individual needs and circumstances into account and respecting the dignity and independence of the people we serve.

**COMPASSION:** We desire to relieve human suffering in times of crisis, disaster and conflict. We seek out people who are the most vulnerable, work alongside them and offer practical support through relief and recovery initiatives.

**FAITH:** We are motivated to care for those who suffer because we follow Jesus Christ, who taught that our highest goal is to love God and to care for those in need. Our faith inspires us to give our best in all circumstances. With faith we pray for wisdom when facing difficult decisions, and for the courage to live and work in demanding and often dangerous situations.
Medair’s people are its most valuable resource. With some 300 internationally recruited staff in the field and headquarters, and more than 900 national staff in the field, Medair is a diverse mix of people unified by a passion to serve those in greatest need.

Medair has learned the immense value of working with teams that include both new and experienced relief workers. Medair provides limited opportunities for qualified professionals who have not previously worked in humanitarian aid. In this way, people gain real-world relief experience and are able to grow into future leaders and influencers within the humanitarian sector.

Our field teams live together, work together and pray together. The closeness and cohesiveness of Medair teams are qualities that create a supportive and nurturing environment for staff members working in stressful conditions. The powerful team dynamics are often the reason that Medair staff either stay with us or come back to us.
CONTEXT OF THIS LEADERSHIP APPOINTMENT

Jim Ingram is retiring after seven years as Medair’s Chief Executive Officer. Under his leadership, Medair has nearly doubled in size to over $65m, with an outlook of around $75m in 2017. Medair has also matured into a unified organization across country field programs, HQ and national affiliate offices. Medair is served by an extremely capable and committed Executive Leadership Team, about whom you can read here: relief.medair.org/en/leadership.

The growth of Medair has also brought significant challenges. We have been investing in new systems appropriate for the increased scale of operations. We are still working towards an optimal business model that best balances institutional and private income (our current level is around 80% institutional funding). We need to continue to resource the growing organization with qualified staff that live out the values of Medair. We have worked hard to raise our profile and exercise our voice but have ample opportunity to further broaden our funding base and leverage our program credibility in global humanitarian forums.

In order to address the challenges and changing environment Medair has recently developed a three-year strategic plan. Implementation of the strategic plan is underway.

The International Board of Trustees is profoundly grateful for the strengthening and growth of Medair’s work under Jim’s leadership. It now seeks a leader to build on this success by driving forward our current strategy and developing our next strategic plan.
CEO PURPOSE AND PRIORITIES

We are seeking a Chief Executive Officer who will think and act innovatively, strategically and boldly.

In addition to the particular challenges outlined at the start of this document, it will be the responsibility of the Chief Executive Officer to lead us in four key areas:

**VISION AND STRATEGY**

- Cast a clear and compelling vision for Medair’s role and voice within the humanitarian sector.
- Continuously refresh and update our strategy against new insights, with a focus on growing the mission, in partnership with the International Board and Executive Leadership Team (“ELT”).
- Evaluate progress against current strategic objectives and strengthen our culture of transparency, accountability and efficient program delivery.
- Identify and communicate global humanitarian trends and contextual risks so that the International Board can assess and respond to Medair’s strategic opportunities and threats.

**GROWTH OF PARTNERSHIPS, FUNDING AND PROFILE**

- Increase Medair’s private funding income through strategic fundraising relationships and engagement with key external stakeholders and networks to raise Medair’s profile amongst targeted private income networks.
- Expand the strategic network of relationships to position Medair as a leading humanitarian organization open to forming effective partnerships with other INGOs.
- Leverage Medair’s excellent program delivery record to further establish and grow our stature and profile with institutional funders.
- Serve as an ambassador, with a clear and compelling voice, to the wider global community, representing Medair in the media and public arenas.

**PEOPLE AND CULTURE**

- Model Christ-centered leadership and further integrate our organizational values into our culture and practice.
- Inspire staff with bold vision and clear, measurable progress against strategic priorities.
- Ensure a unified team across headquarters, field programs and national fundraising affiliates.
- Develop, align and empower the Executive Leadership Team, ensuring that they have the resources necessary to excel together as a team and in their roles as functional leads.

**ORGANIZATIONAL DEVELOPMENT**

- Enable excellent governance by serving the International Board of Trustees and effectively engaging with the affiliates’ boards.
- Work with the ELT to develop the appropriate human resources, income, infrastructure and systems to deliver Medair’s growth ambitions.
- Evaluate and manage financial, operational, reputational and other risks, and to ensure compliance with all legal and regulatory requirements.
- Give appropriate attention and executive oversight to the finances, applying strong budget management experience and business acumen.
- Develop, manage and evaluate the health and performance of the ELT and their respective areas of responsibility.
- Champion staff wellbeing.
**PERSON SPECIFICATION**

You will express our six Medair values in both your personal and professional life. In addition we are seeking a leader who will clearly model the following qualities:

### INTEGRATED FAITH
- Living, practical and integrated Christian faith that is shaped by devotion to Jesus and love for people.
- Lives and acts from a place of prayer.
- Able to nurture spiritual growth and inspire others to deeper faith.
- Courage to listen to God’s leading and develop a leadership context where bold actions can be taken in response to active faith.

### PERSONAL LEADERSHIP
- Servant Leader who brings the best out of each of the ELT members, enabling them to be all that they are called to be in their senior roles.
- Demonstrated effectiveness and personal enjoyment of leading change and growth.
- Able to influence externally, across different professional, cultural and faith contexts.
- Team builder, making excellent hires and then empowering staff to grow in their expertise and authority.
- Maturity to engage hard conversations and healthy constructive conflict when needed.
- Emotionally intelligent, relational and authentic.

### ORGANISATIONAL LEADERSHIP
- A gifted strategist, able to see where Medair should be going in order to most effectively and sustainably achieve its mission.
- Creates strategic clarity across the organization, defining objectives appropriate for each season of development.
- A consultative listener who is also confident to bring decisiveness when required.
- Proven experience of negotiating and influencing at a senior level, combined with strong networking, interpersonal and collaboration skills.

### PROFESSIONAL EXCELLENCE AND CREDIBILITY
- Hold yourself and others to the highest standards of excellence and accountability.
- Credibility to lead those serving in some of the world’s toughest places.
- Ability to work effectively with Boards and senior colleagues.
- Seasoned global citizen and cross-cultural leader.
Medair is working with Macaulay Search to make this critical appointment.

The position will be a permanent appointment and will be based in Ecublens (near Lausanne), Switzerland.

Applicants must be in good health and available to travel overseas under basic conditions as needed.

Applications should be sent by email to medair@macaulaysearch.com and must be received by September 26 at 5 p.m. GMT.

Your application should comprise:

- A mandatory covering note of not more than two pages outlining your motivation and relevant experience for the role. This covering letter should also include the names of your three Referees. Please Note - these Referees will not be contacted until late in the process and with your prior agreement. The names and details of your referees will be held in strictest confidence.
- A full CV, including educational and professional qualifications, a full employment history showing the more significant positions, responsibilities held and relevant achievements.

First interviews will be held via Video Skype on October 11 and October 13. Further interviews will be held on October 27 and 28 in Lausanne, Switzerland.

The successful candidate will be expected to take up the post of Chief Executive Officer as soon as is reasonably possible.