



We Are Hiring Join Our Team

Co-Executive
Director for
Business Operations
and Strategic
Growth

What We Want

We are hiring a **Co-Executive Director for Business Operations and Strategic Growth** to extend the reach of our robust clinical program achievements with a strategic business lens for high impact through intentional scaling of our innovative models. The Co-Executive Director for Business Operations and Strategic Growth will share leadership with the current Co-Executive Director for Clinical Programs & Strategic Impact and collaborate with our international stakeholders to accelerate the capacity of local health systems, primarily in African communities. After transitioning from research and development to a nationally scaled phase for our suite of innovations, Kybele is eager to launch a new chapter to impact the quality of care provided to incrementally more mothers and newborns.

Who We Are

Kybele is a global leader in strengthening healthcare systems and is internationally recognized for improving the quality and safety of childbirth in resource-constrained settings.

Our vision is a world where childbirth is safe and supported for every woman and newborn.

After 20 years of success and rapid growth, Kybele is at an exciting pivotal point of new development and global expansion.

kybeleworldwide.org
info.kybele@gmail.com

Apply by May 2, 2025

f @ X in
@kybeleworldwide

Our Growing Impact



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...for safe childbirth worldwide



The **Co-Executive Director for Business Operations and Strategic Growth** will lead the strategic growth of the organization and the intentional reach of our innovative solutions into an expanded global market. This individual will be responsible for conducting prospect research, analyzing global trends and forecasting growth initiatives, identifying and pursuing new growth opportunities, establishing and maintaining meaningful collaborations with key stakeholders, and creating and executing business, operational and funding strategies. Kybele seeks an entrepreneurial, forward-thinking professional with a growth mindset who thrives on bringing strategic ideas to fruition, working with multi-disciplinary, cross-country teams, and achieving operational excellence. **See complete job description for details.**

Kybele is a global leader in strengthening healthcare systems and is internationally recognized for improving the quality and safety of childbirth in resource-constrained settings. Our vision is a world where childbirth is safe and supported for every woman and newborn. Since 2001, Kybele has successfully implemented multifaceted programs with sustained impact in 15 countries. Kybele's extensive global network of medical, nursing, public health, and implementation science technical experts partner with governments and local healthcare stakeholders in host countries to: (a) observe point-of-care practices, (b) identify gaps in knowledge, practical application, and operational processes, and then (c) co-develop innovative, evidence-based, cost-effective solutions to healthcare problems that can be locally sustained. Our cutting-edge approach has garnered globally renowned grants and awards, with results chronicled in numerous peer-reviewed journals.



Position Summary

After 20 years of success and rapid growth, Kybele is at an exciting pivotal point of new development and global expansion. A Co-Executive Director model reflects Kybele's current opportunity to complement our robust clinical program achievements with a strategic business lens for extended impact and further global reach of our innovative models. The Co-Executive Director for Business Operations and Strategic Growth will share leadership with the current Co-Executive Director for Clinical Programs & Strategic Impact, who together are accountable to the Board of Directors.

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This Co-Executive Director will work together with Kybele's global research, technical, and program personnel, ensuring strong team engagement and communication across multiple country initiatives to holistically pursue leads and growth opportunities. Kybele seeks an entrepreneurial, forward thinking professional with a growth mindset who thrives on bringing strategic ideas to fruition, working with multi-disciplinary, cross-country teams, and achieving operational excellence.

Position Structure

Aligning with Kybele's approach to maintaining lean operations and a flexible work environment, this position will be remote and contracted as a long-term, independent consultant position with an initial learning and onboarding period. Compensation and benefits commensurate with experience will be outlined to candidates advancing to the interview stage. Responsibilities include the following, with anticipated growth into advanced tasks over time:

Business Development & Strategic Growth (60%)

- Lead development and execution of a strategic growth business plan and a corresponding operations-based growth plan to align programmatic, organizational, and human resource capacity.
- Conduct forecasting of growth opportunities and fundraising efforts to establish annual fund acquisition plans.
- Refine and contextualize Kybele's value proposition for targeted audiences.
- Conduct prospect research of new geographies, partnerships, and funding sources that align with Kybele's niche expertise and pursue opportunities for growth and expansion of Kybele's global footprint.
- Evaluate and monitor scale-up opportunities and lead strategic analysis of products and services market functionality.
- Support the establishment of a strategic Board of Directors towards organizational growth, including diversification to embed strategic expertise in critical growth areas including business development, organizational development, and marketing and positioning.
- Support alignment of the clinical operations with strategic business growth plan.
- Oversee organizational success scorecard metrics and impact assessment among Board of Directors and leadership team.
- Lead strategic team growth, hiring additional staff as needed and oversee human resource development, supervision, and management best practices to lead, coach and develop staff towards organizational effectiveness goals.
- Revisit staff roles and responsibilities, mapping strengths, efficiencies, and new tasks across team members as needed.
- Engage external consultants for discreet scopes of work to support the core team and organizational growth efforts as needed.
- Build organizational capacity and readiness for localization, including facilitating alignment and engagement with local partners.

Fund Development (20%)

- Develop a strategic plan for annual fund acquisition from diverse sources.
- Build a pipeline of funding opportunities among bilateral and multilateral funders such as UN agencies, etc., large philanthropic entities such as CIFF, Grand Challenges, Gates Foundation, and corporations.
- Pursue innovative financing mechanisms and/or service fee options as appropriate in different country and donor contexts.
- Work with the Grants Manager to develop proposals and pitches that include a strong value proposition, theory of change, objectives, and outcome metrics, which all align with the organizational vision for growth.
- Participate in, or lead, pre-bid proposal preparation including, but not limited to, advancing a positioning and leads strategy, partner negotiations, working with country partners and their staff to effectively build relationships with donors, collect intelligence, track competition, recruit staff, etc.
- Cultivate and steward high-net-worth donor relationships, including soliciting major and planned gifts and developing strategic relationships with key individuals.



Recent Impact Numbers

76



Hospitals in Ghana participated in the national OTIP rollout

100,000

Newborns in Ghana received care through the MEBCI program



235

Medical professionals trained in OB anesthesia in the Balkans

2,500

Frontline medical staff trained in obstetric triage in Ghana

2,300+

Donations of medical equipment distributed through MEBCI



Received National Excellence Award from the Ghana Health Service

Strategic Partnerships (10%)

- Serve as a liaison between Kybele and select technical experts, supporting strategy alignment, positioning and pursuit of targeted opportunities.
- Interface with high-level stakeholders and researchers, identify, and form strategic partnerships with entities who will invest in or implement Kybele's innovations in current and new geographies.
- Evaluation of new partnership opportunities strategically and systematically.
- Actively engage with and energize volunteers, board and advisory committee members, partnering organizations, donors, and funders toward a common vision and positioning.

Outreach and Advocacy (10%)

- Invest in increasing visibility on strategic national, regional, and global platforms.
- Connect with decision-makers at local, regional, and national levels, and foster relationships with current and potential partners in relevant global health alliances and coalitions.
- Strategically map and network on behalf of Kybele at global conferences.
- Serve as a spokesperson to Kybele's donors, media, and the general public, ensuring delivery of consistent messaging as it relates to programs and projects.
- Contribute to regular updates, press releases, pitch decks, and newsletters to raise the profile of Kybele's work and garner the attention of future partners and donors in partnership with Kybele's marketing team.



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REQUIRED SKILLS & QUALIFICATIONS

- Advanced degree in business, nonprofit management, global health, international development, or related discipline.
- 8+ years of relevant senior-level program management, organizational leadership, and/or business development experience.
- Demonstrated business acumen, visionary leadership, strategic thinking, operational oversight, high-level problem-solving, and analytical decision-making.
- Established background in developing and executing business, operational, and funding strategies.
- Ability to effectively and efficiently prioritize organizational needs and align organizational and programmatic growth.
- In-depth understanding of innovative financing, private-public partnership models, and private-sector engagement strategies for advancing local innovation and entrepreneurial ventures.
- Proven fundraising and resource development success from diverse funding sources.
- In-depth understanding of the global health landscape, priorities, market systems, and development approaches.
- Prior experience of working in multi-disciplinary, multinational teams and recruiting and managing staff.
- Relevant field experience working and/or living in low- and middle-income countries.
- Ability to work closely with a small team remotely.
- Strong written and oral communication skills with public speaking experience.
- Willingness and ability to travel independently, approximately 15%.



APPLICATION INSTRUCTIONS

Please complete the **application form** and include a **cover letter, CV**, and the names and contact information for at least **three professional references** by **Friday, May 2nd, 2025**. Please submit all materials within the **linked form** and direct any questions via email to **info.kybele@gmail.com**.