



Search for

Deputy Chief Executive Officer

The Organization

Established in 2002, the Global Partnership for Education (GPE), has grown and evolved to become the premier partnership focused on basic education in developing countries by bringing together 65 of the world's poorest developing countries, over 20 donor nations, regional, and multilateral agencies; development banks; the private sector; civil society groups; and teachers' organizations to fund and support education and advance the Sustainable Development Goals. The GPE governance structure includes the [Board of Directors](#) and its [Chair](#), and 5 Board committees. The Board of Directors sets GPE's policies and strategies and approves all funding.

With over 100 staff and hosted by the World Bank, the GPE [Secretariat](#) is responsible for translating the policies and strategies set by the Board into practical support for its developing country partners. Secretariat staff are primarily located in the World Bank offices in Washington DC with a small number in Brussels. The Secretariat is led by the [Chief Executive Officer](#), Alice Albright. For a deeper understanding of the organization's history, structure, performance, and go-forward, strategy, please visit the [GPE website](#).

Overview of the Role

As part of GPE's ongoing development, the role of Deputy CEO has recently been created. The Deputy CEO will be a member of the Management Team ("MT") and will report directly to the Secretariat's Chief Executive Officer (CEO). S/he will be primarily responsible for running the operational side of the Secretariat, as well as providing direction in planning and organizational development, thereby ensuring that the vision/mission and the core priorities of GPE are reflected in the organization's policies, practices and outcomes. The principal focus of this role will be internal Secretariat management and operations in order to provide the space for the CEO to engage more on strategic issues and fulfill the increasing externally facing obligations of that role. The Deputy CEO will oversee three functions currently anchored in the Executive Office responsible for Corporate Planning, Governance, and Organizational Development/Change Management.

The Deputy CEO will help to promote a culture of respect and trust at all levels of the organization and among external partners. S/he will also ensure effective internal communication and knowledge sharing as well as other cross cutting Secretariat functions. The Deputy CEO will play the role of everything from facilitator/caretaker to coach and mentor to executive manager. Role-specific and shared responsibilities include but are not limited to:

- Secretariat coordination, leadership, and management
- Collaboration and guidance on corporate strategic planning
- Governance oversight and Board relations
- Organizational development and enhancement
- Knowledge and change management
- Outreach and external engagement
- Partner stewardship

Candidate Profile/Selection Criteria

The successful candidate will possess as many of the following as possible:

- Master's degree with at least 15 years of experience in increasingly responsible management roles
- An understanding of the current development context including trends in the funding climate

- Proven ability to find solutions to and communicate precisely and effectively about complex problems and issues, and to work cooperatively and diplomatically with diverse, global stakeholders from partners to Boards
- Direct, multi-year leadership experience in a growing, globally-funded, operational entity with multiple donor, partner, and international trust fund relationships, and the comfort to recognize and interpret cultural nuances in language and action in such settings
- Experience and demonstrated success managing complex governance of a large multi-stakeholder Board or organization
- Experience leading an emerging organization that is ready to move to the next level of maturity
- A proven track record of successfully recruiting, leading, inspiring, managing, evaluating, developing, mentoring, and delegating to a diverse team of senior professionals through:
 - Complex change processes
 - Strategic planning
 - Organizational development and structural change
 - Culture and governance shifts
 - Developing, managing and implementing project strategies
 - Managing budgets and resources effectively
- Advantages would include:
 - Experience in human development sectors (e.g., education, health, etc.)
 - Experience in performance measurement of a funding/resourcing organization with a lean structure but large resources
 - Experience in managing teams in the global fund/global partnership environment
 - Work experience that includes public and private sector roles would bring value to the organization

Competencies

The successful candidate would possess the following skills and attributes:

Managerial approach that balances being hands-on and facilitative

- Consultative, respectful, and transparent in decision-making
- Impact-oriented and able to deliver effectively through others
- Sophisticated in use of data analytics

Strategic and analytical capability balanced with practicality

- Focused on systems thinking and continuous improvement
- Open and supportive of different viewpoints and evolution of thought
- Cognizant of the need to align advocacy, funding, delivery and development impact
- Amid multiple competing demands, clearly focused on organizational goals
- Strong grasp of detail, a bias for precision, and a solid understanding of program delivery

Building and leading teams

- People focused and goals-motivated, and empowering of same among team members
- Ability to recognize leadership and delegate appropriately
- Candid and open about giving and receiving development feedback

Building relationships and advocacy skills

- Well-honed communication, interpersonal, relationship management and influencing skills
- Presence, gravitas, demonstrated ability to develop trusted working relationships internally and externally
- Passion and conviction as a champion for global education; able to represent the Partnership in this regard

Other personal attributes of the ideal candidate include:

- Resilience and flexibility
- The ability to relate to people at all levels of an organization with excellent communication, listening, and judgment skills
- Highly collaborative, but also energetic and able to work effectively with considerable autonomy under pressure to deliver high quality results in a timely manner
- Independence of mind, combined with a willingness to be a consultative, diplomatic and stabilizing influence
- Integrity-focused, with a strong ethical sense
- Judgment, humility and a focus on personal development and continued learning
- A good sense of humor

Languages

Fluency in written and spoken English is essential; French language skills would be an advantage.

***The World Bank Group is committed to achieving diversity in terms of race, gender, nationality, culture, and educational background. Individuals with disabilities are equally encouraged to apply.

Note: If the selected candidate is a current Bank Group staff member with a Regular or Open-Ended appointment, s/he will retain his/her Regular or Open-Ended appointment. All others will be offered a 3-year renewable Term appointment.

Interested parties should submit in electronic format a resume and letter of motivation to:

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