



The Global Fund to Fight AIDS, Tuberculosis and Malaria

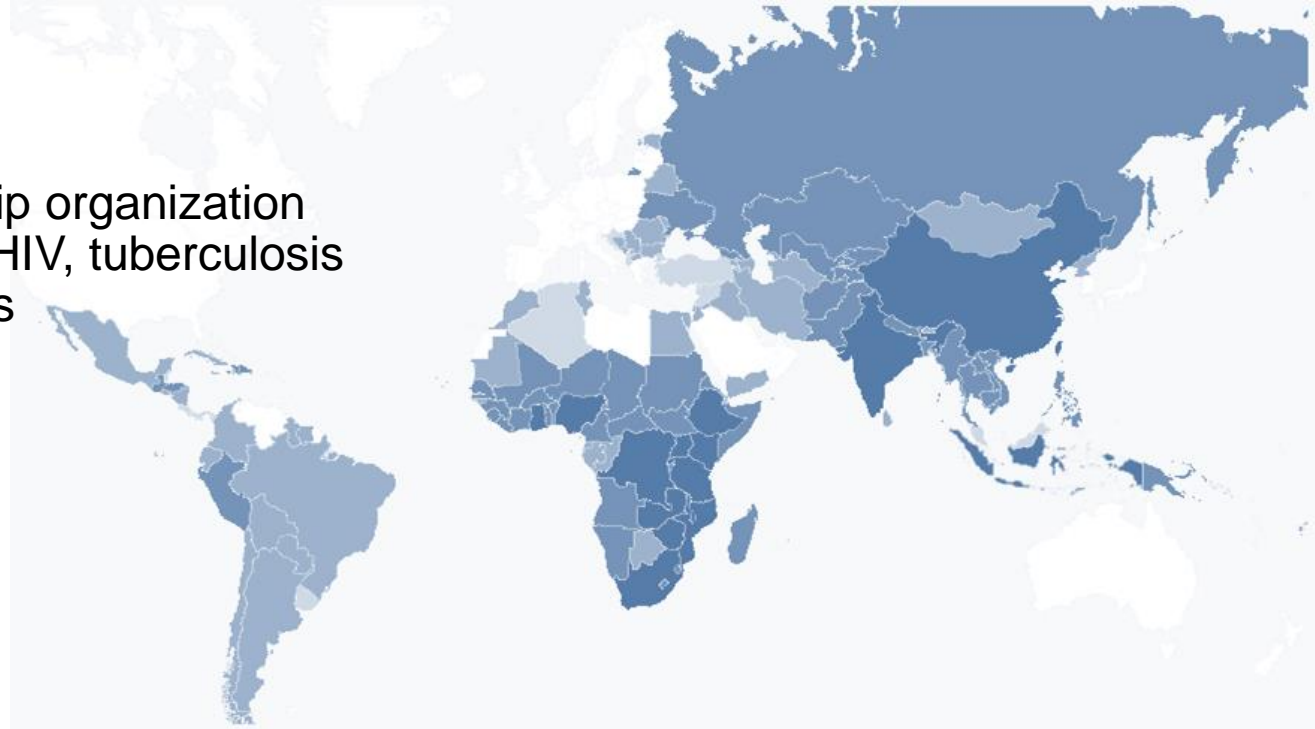
Patrick Nicollier, Head of Human Resources Department

Career Guidance Seminar
Tokyo, Japan
19 December 2016

Global Fund Overview

The Global Fund

A 21st-century partnership organization to accelerate the end of HIV, tuberculosis and malaria as epidemics



Founded in 2002, the Global Fund is the **leading contributor of resources in the fight against AIDS, tuberculosis and malaria. It mobilizes and invests nearly US\$4 billion a year** to support countries and communities most in need. It has an active portfolio of **over 430 active grants in over 100 countries**, implemented by local experts.

Our mission

Investing the world's money to defeat AIDS, tuberculosis and malaria



9.2
MILLION

PEOPLE ON
ANTIRETROVIRAL
THERAPY FOR HIV



15.1
MILLION

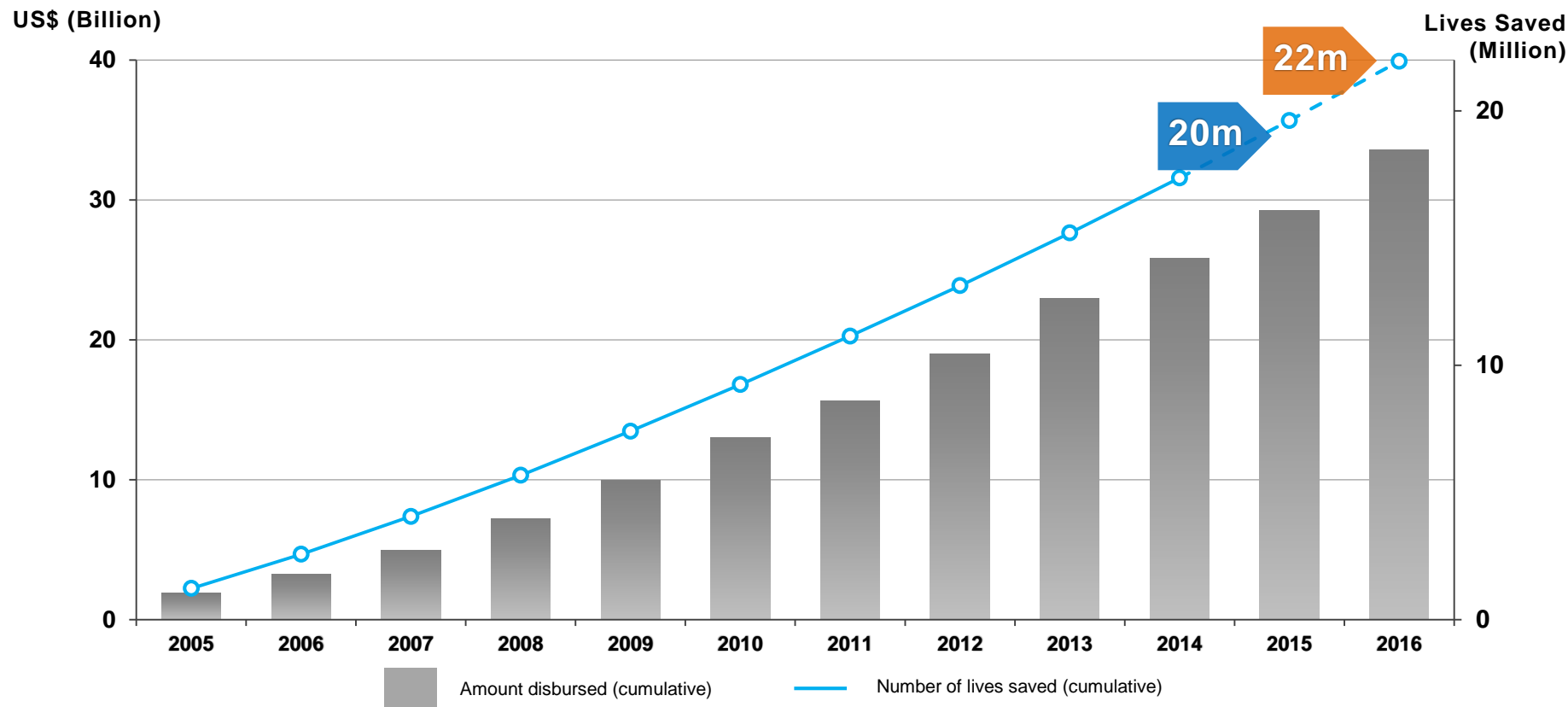
PEOPLE HAVE
RECEIVED
TB TREATMENT



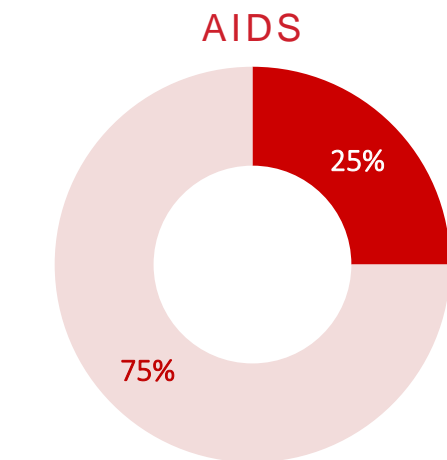
659
MILLION

MOSQUITO NETS
DISTRIBUTED BY
PROGRAMS FOR MALARIA

Number of Lives Saved Through Global Fund-Supported Programs

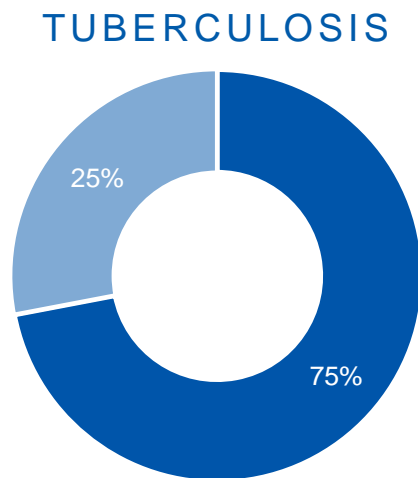


Global Fund's contribution to international financing to fight the three diseases



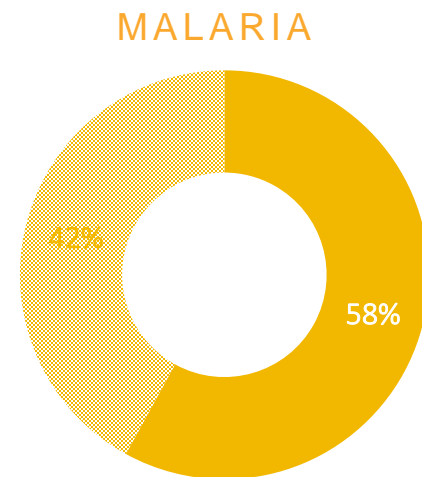
■ Global Fund

■ Other Agencies (PEPFAR, World Bank, Other Bilateral Agencies)



■ Global Fund

■ Other International Contributors



■ Global Fund

■ Other International Contributors

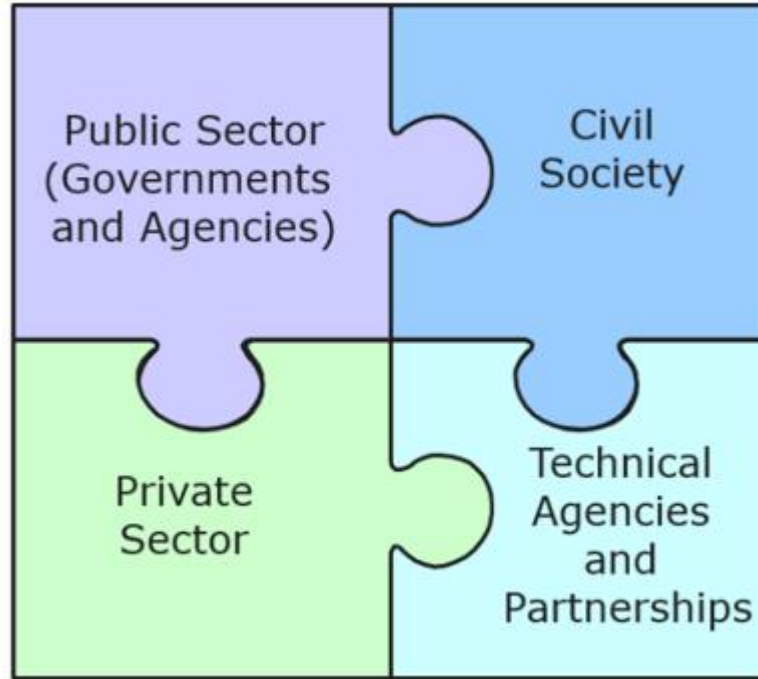
Source: KFF foundation/UNAIDS factsheet on Funding for AIDS 2015, Global Tuberculosis report 2016, World Malaria report 2015

How We Operate

Unique public private partnership in action

- Donors
- Recipient countries

- Companies
- Foundations



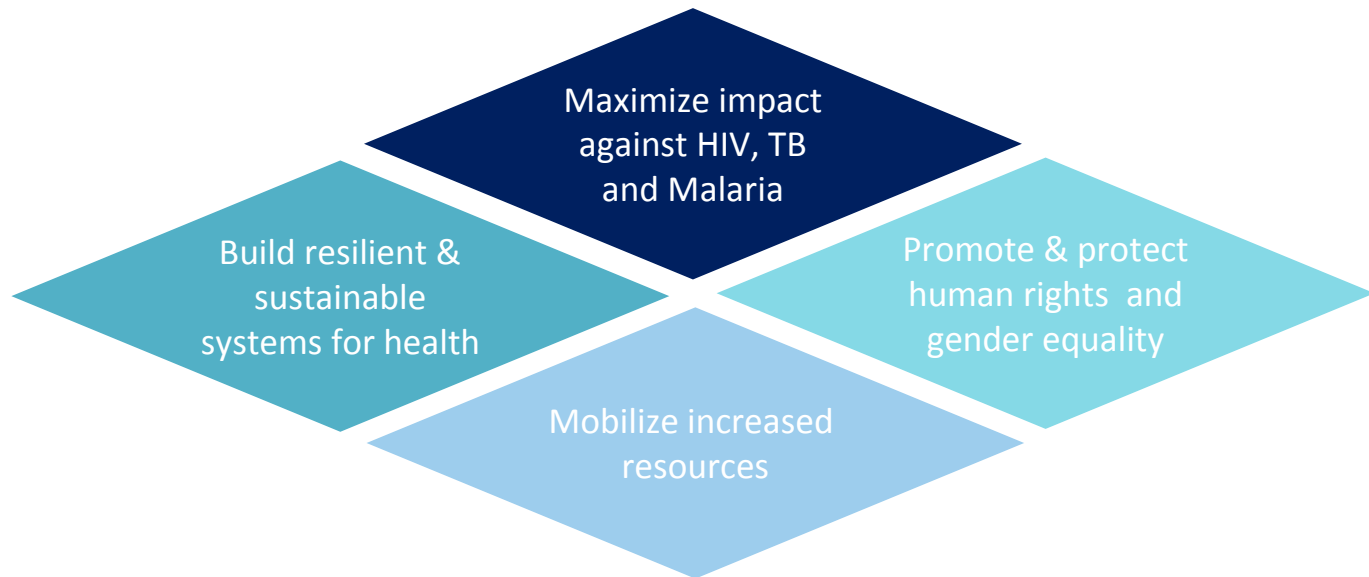
- NGOs from global north
- NGOs from global south
- Communities living with and affected by the diseases

- WHO
- UNAIDS
- Stop TB Partnership
- Roll Back Malaria
- World Bank

How We Work



Global Fund Strategy 2017-2022 – Investing to End Epidemics



Strategic enablers

Innovate and differentiate along the development continuum

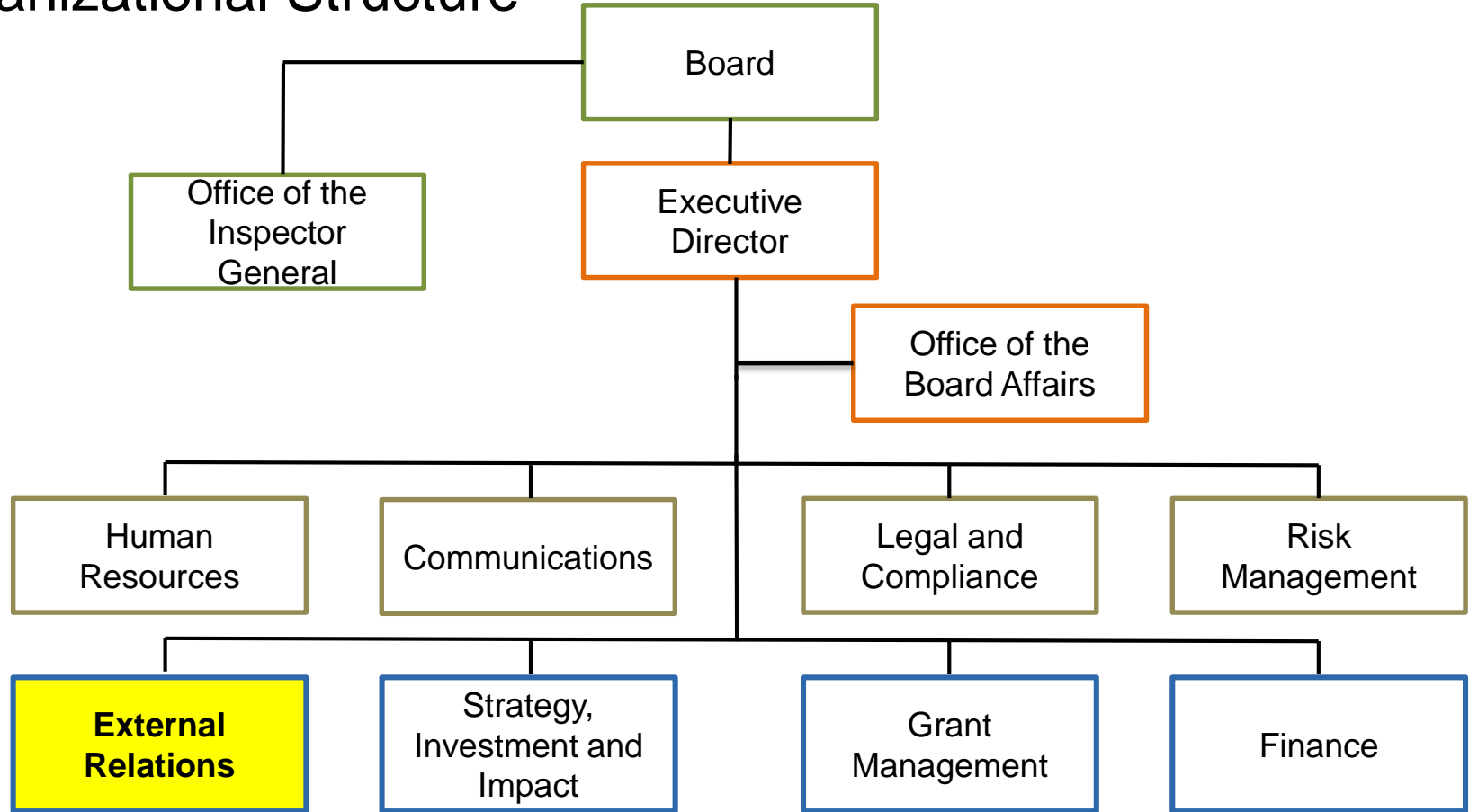
Support mutually accountable partnerships

Our Values and Structure

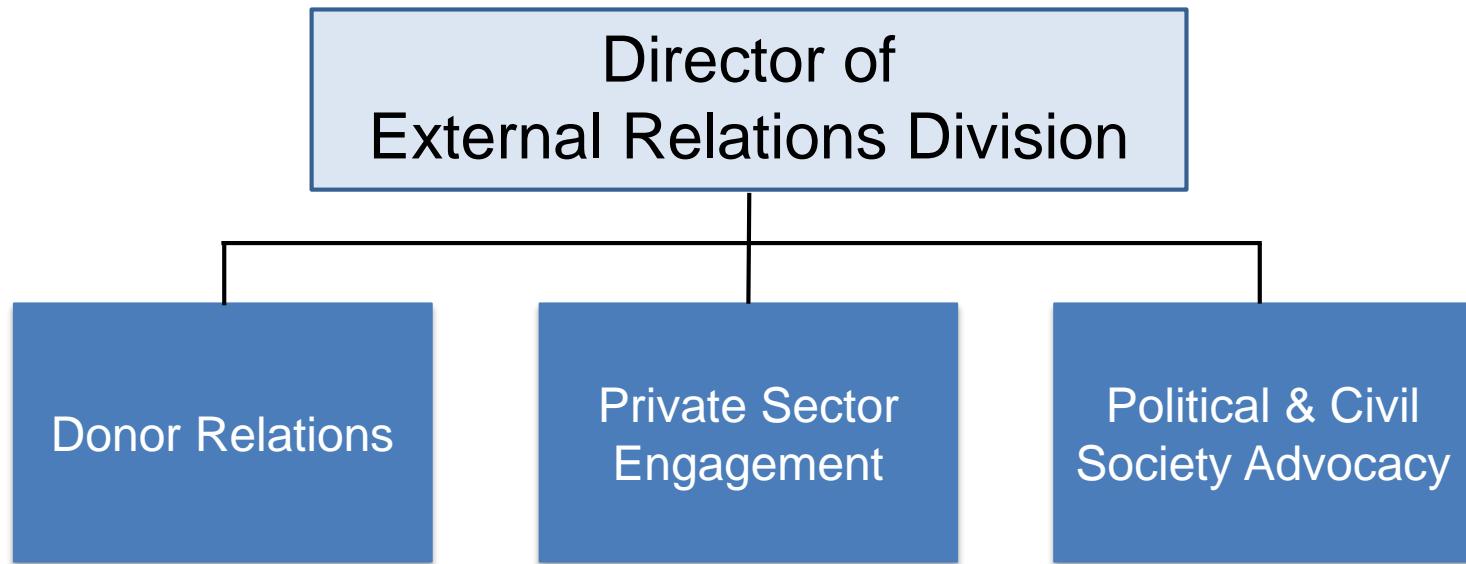
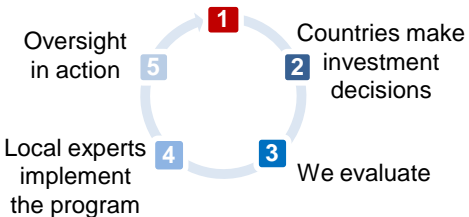
Our Values



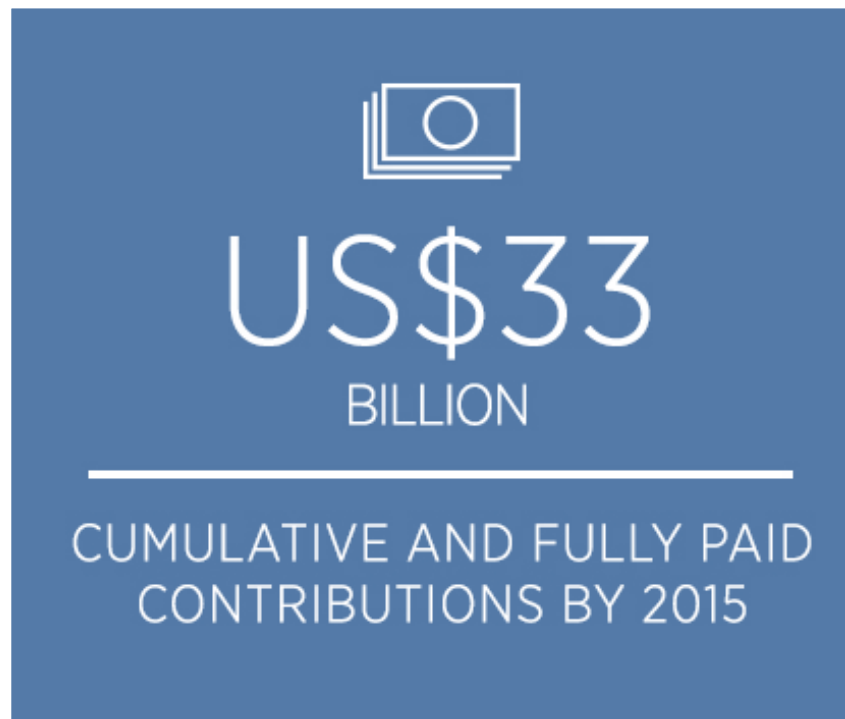
Organizational Structure



We raise the money



Where does the money come from?



Major Donors:

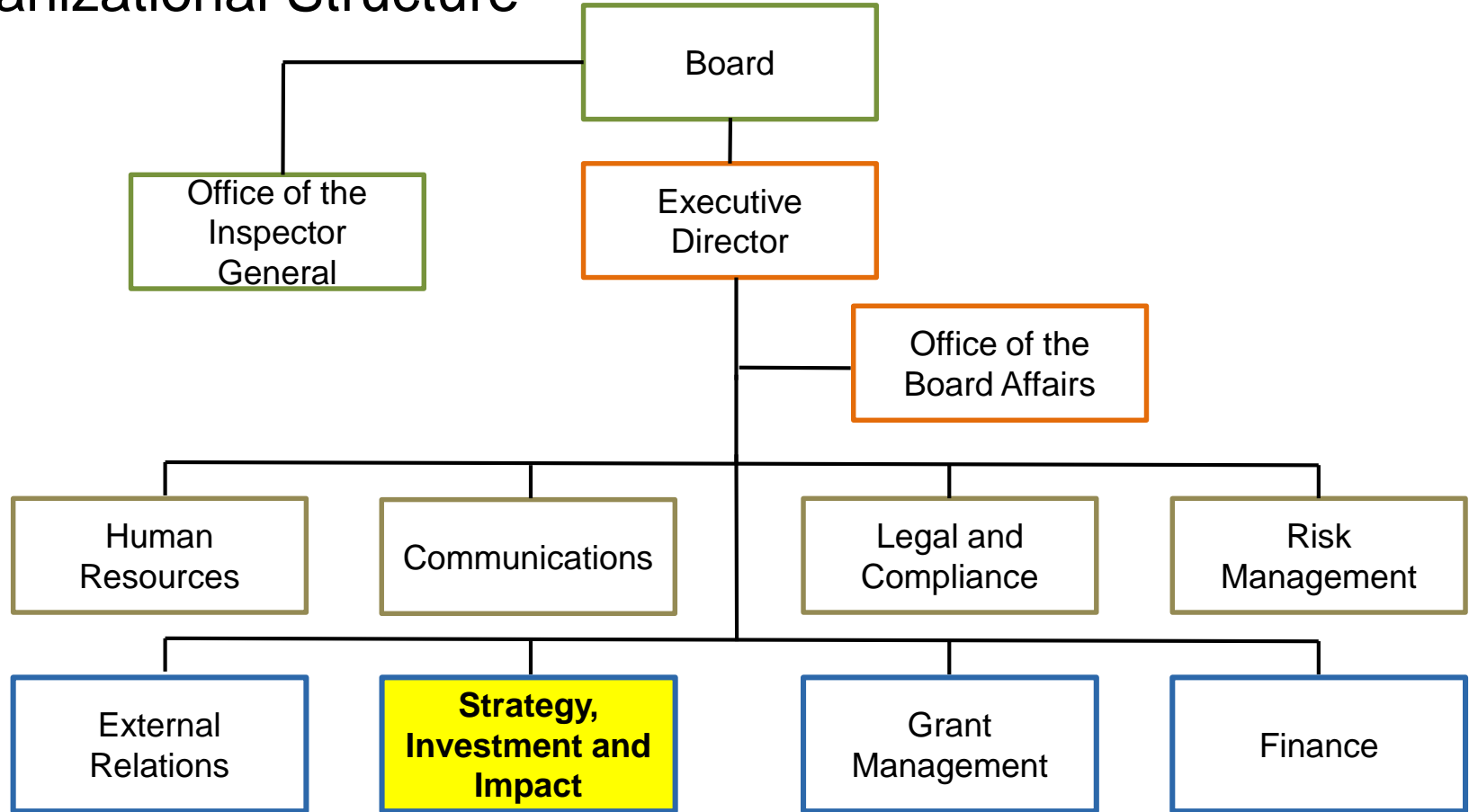
- United States
- France
- United Kingdom
- Germany
- Japan
- Italy
- Canada
- European Commission
- Australia
- Netherlands

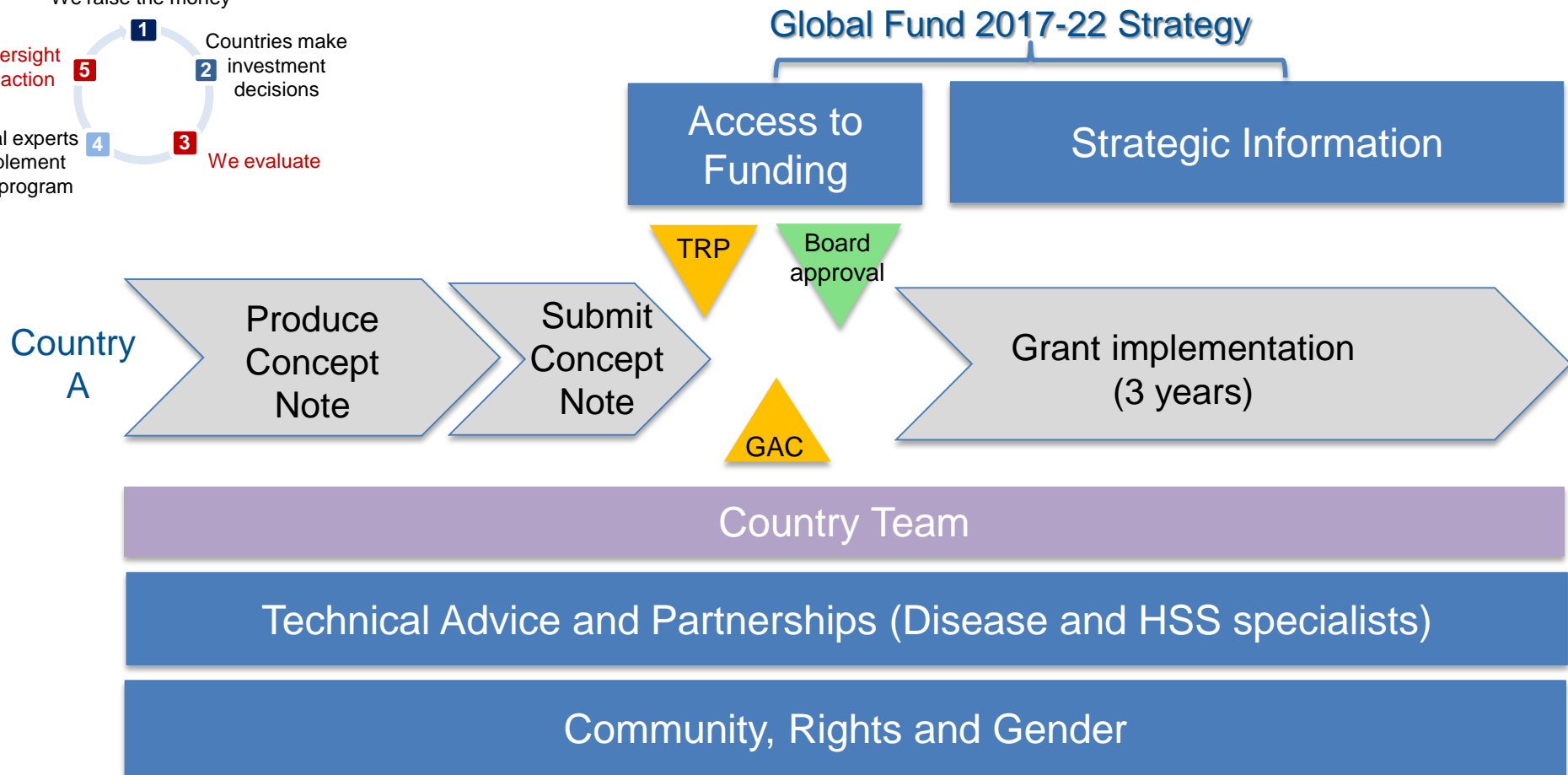
95 percent of funding comes from government donors

Private Sector and NGO Partners

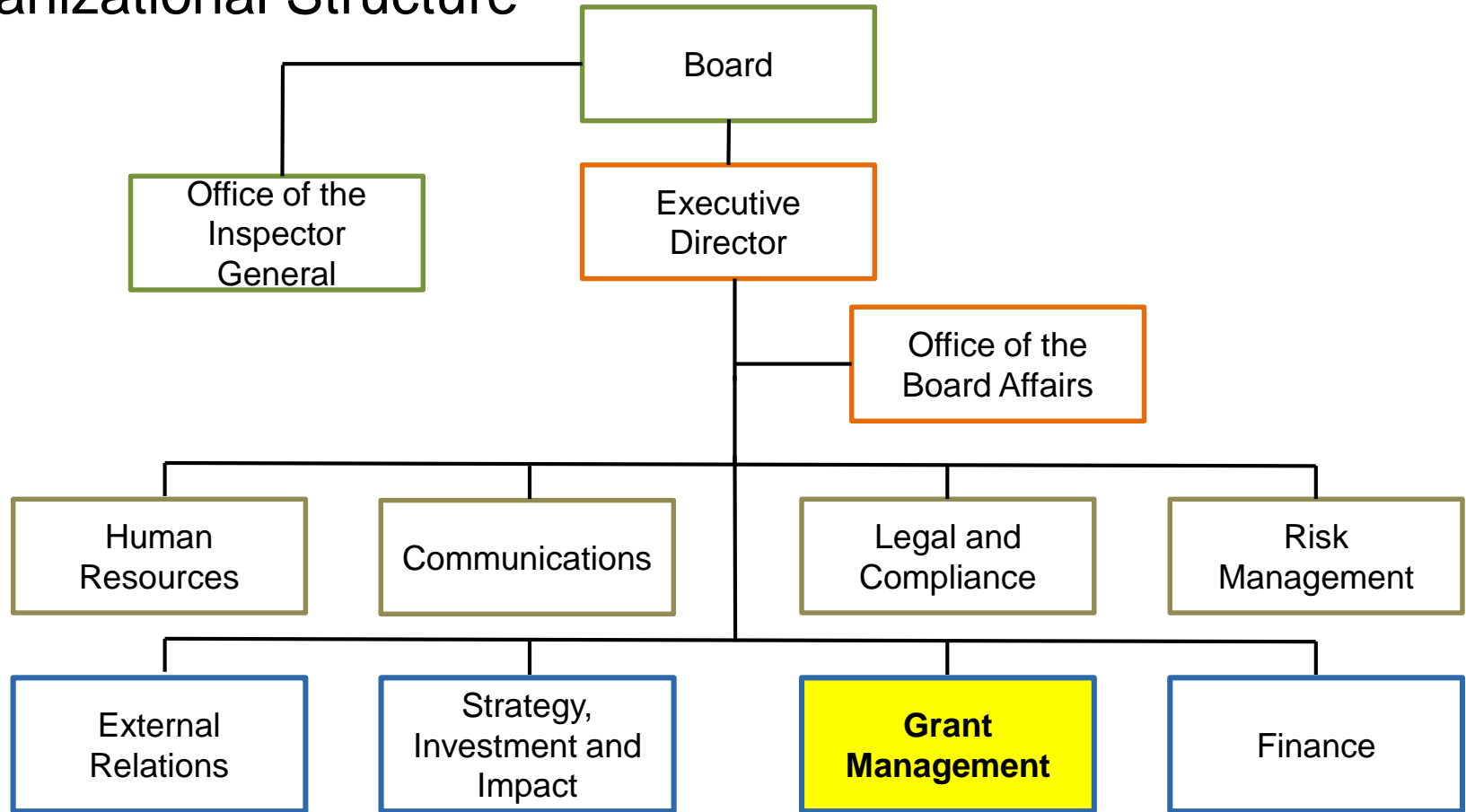


Organizational Structure



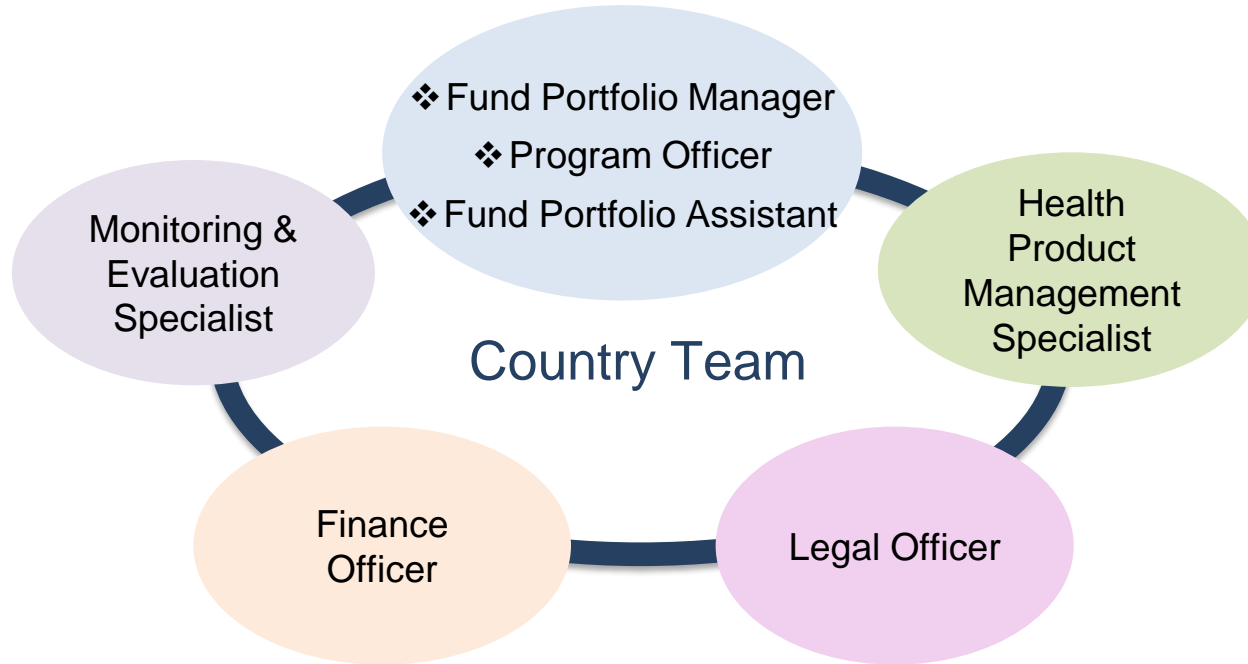


Organizational Structure

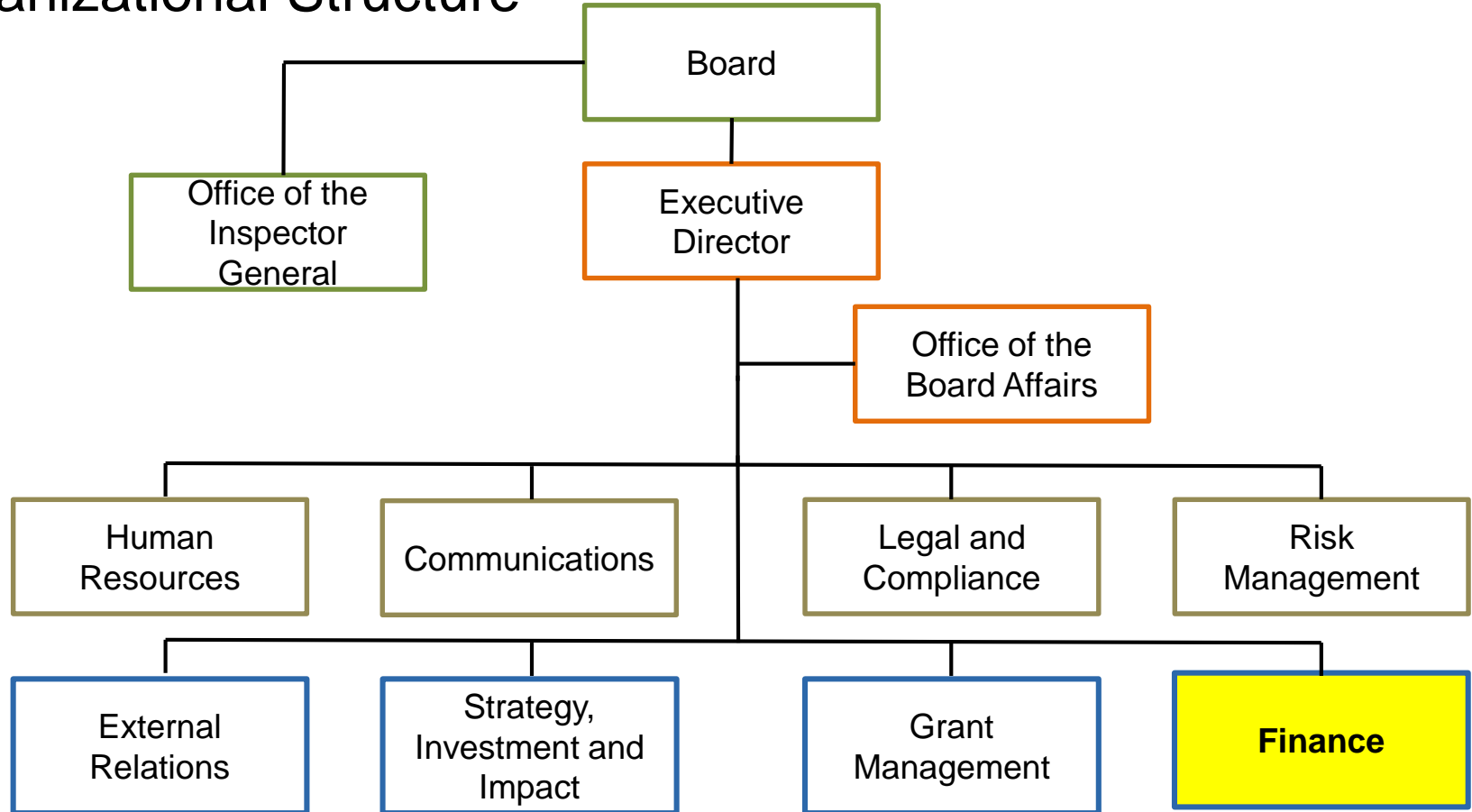


The Country Team Approach

- The goal of the country team approach is to enhance collaboration among team members in order to achieve a more effective and efficient oversight of the Global Fund grant portfolio
- The composition of the Country Team is illustrated below:



Organizational Structure



Finance Division
Chief Financial Officer

Treasury

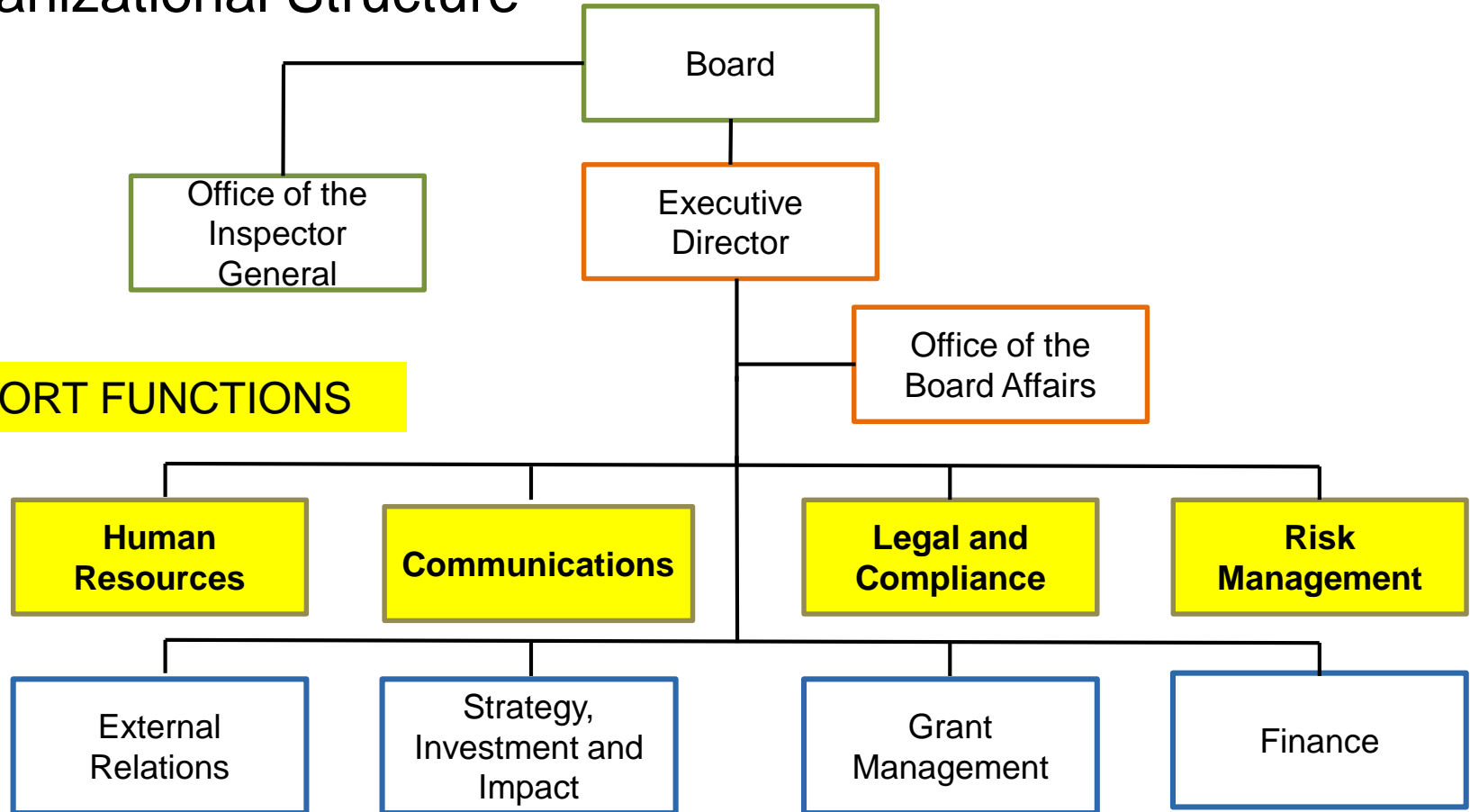
Sourcing

Program
Finance
and
Controlling

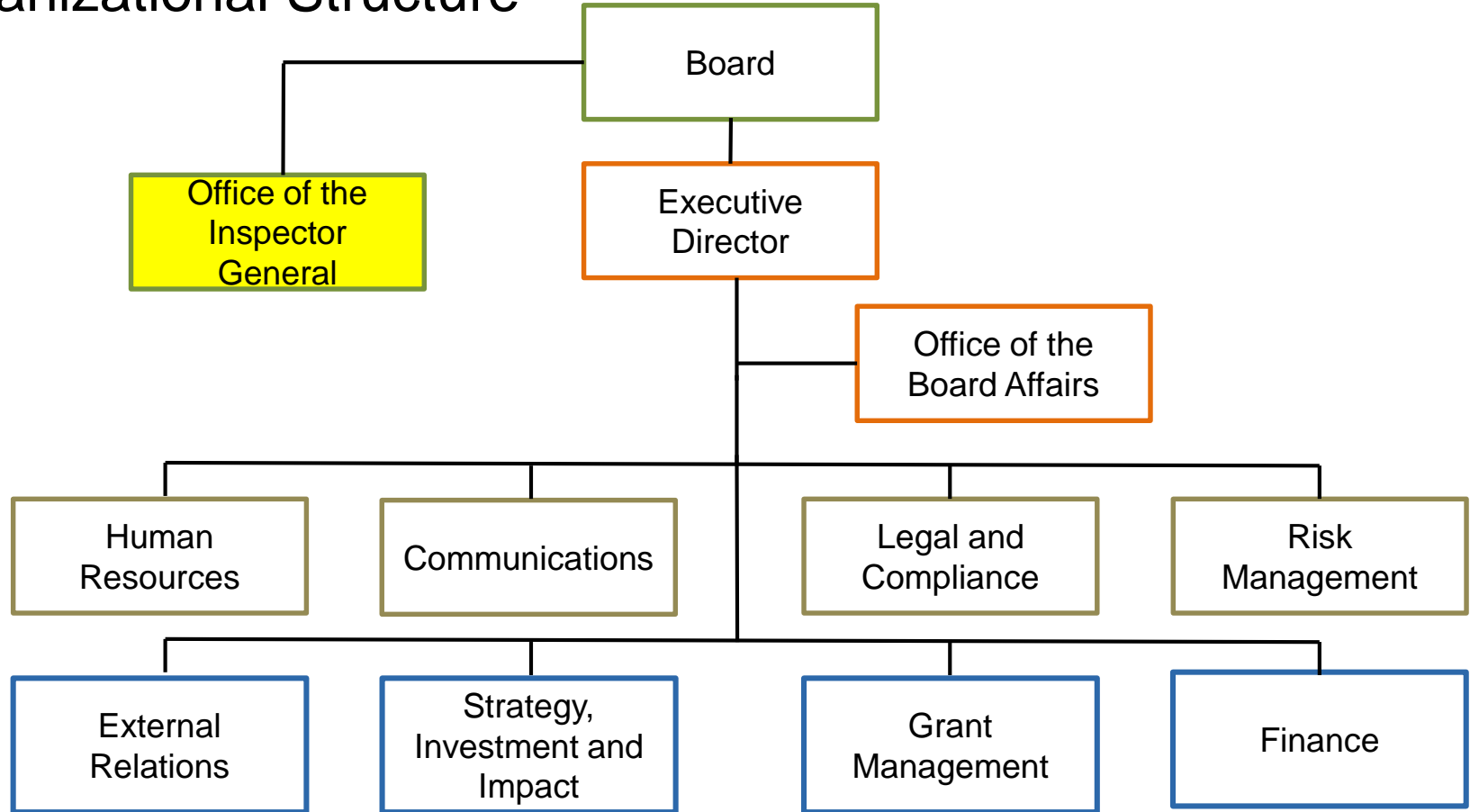
Information
Technology

Administration

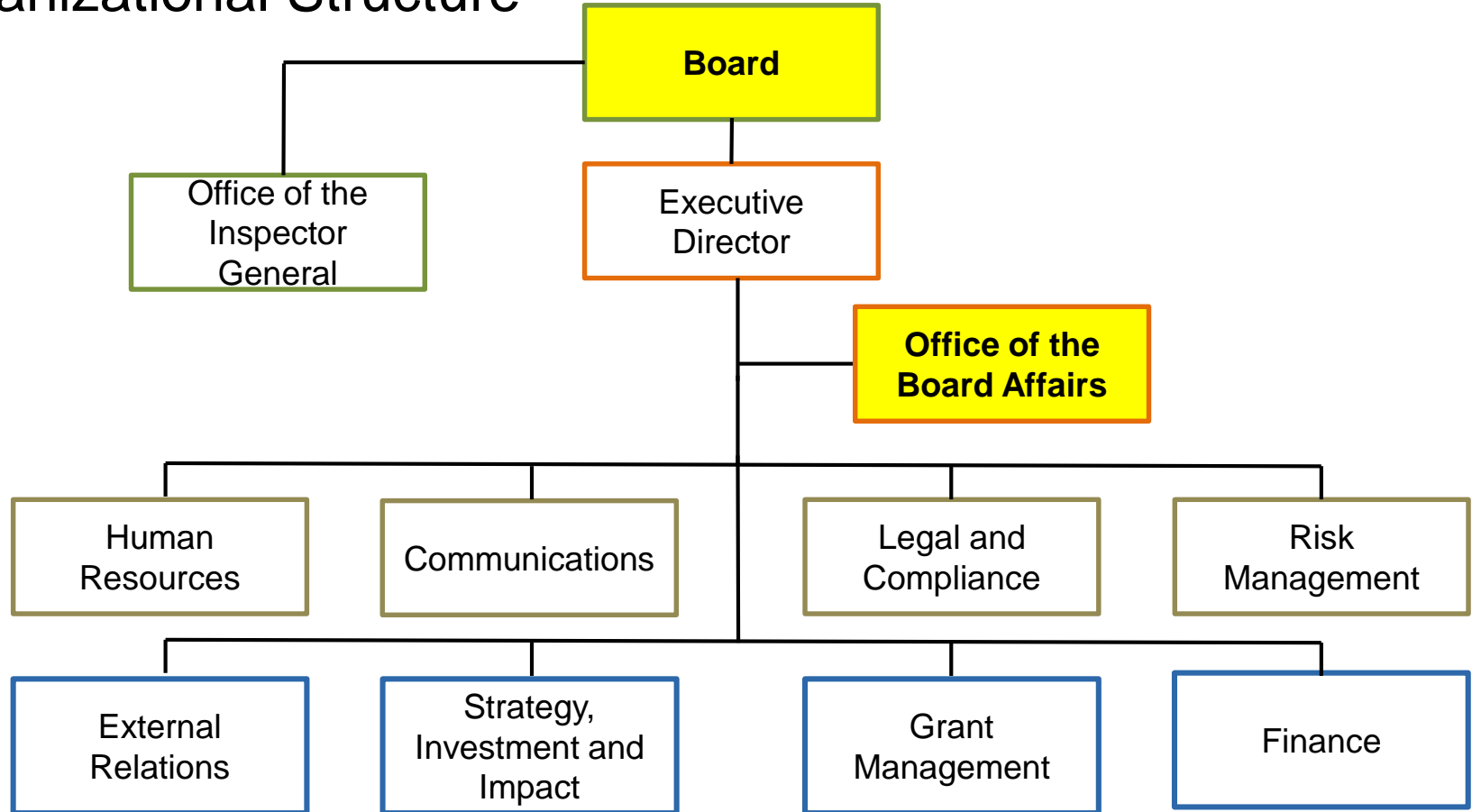
Organizational Structure



Organizational Structure



Organizational Structure



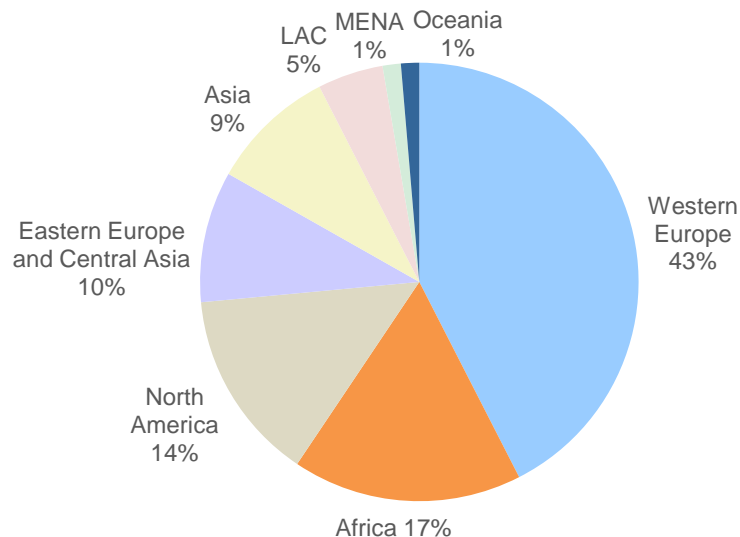
Who are we looking for?

All staff are based at the Global Fund office in Geneva, Switzerland

Approximately 700 staff representing more than 100 nationalities with a wide variety of professional backgrounds



Global Fund staff by region



Professional Grade Structure

Grade	Typical required work experience	Degree
Grade A (e.g., Assistant)	2-4 years	Undergraduate
Grade B (e.g., Coordinator)	3-5 years	University Degree
Grade C (e.g., Program Officer)	4-6 years	University Degree
Grade D (e.g. Specialist)	6-8 years	Advanced University Degree
Grade E (e.g., Manager)	8-10 years	Advanced University Degree / Masters in Public Health
Grade F (e.g. Regional Manager)	10-12 years	Advanced University Degree / Masters / Professional Affiliation
Grade G	12-15 years	Advanced University Degree / Masters / Professional Affiliation

The opportunities at the Global Fund for you...

- **Languages:** An excellent knowledge of English and preferably a good working knowledge of French or one of the following: Arabic, Chinese, Russian, and Spanish.
- **Core competencies:** Personal Effectiveness, Working with Others, Core Expertise, People Leadership, Global Fund Mind-set
- **Interpersonal skills:** Open-mindedness, flexibility, interpersonal & diplomatic skills, analytical skills, passion for cultural diversity
- **Field experience**
- **Preferably minimum of 2 years of experience**
- **Hold the appropriate educational qualifications and technical expertise for the role**



Our People Strategy

Vision, Mission and Strategic Objectives

Mission Vision

We will be an **innovative and agile** learning organization where opinions are **respected** and whose employees are **humble** towards each other, our stakeholders and those we serve.

Striving for excellence in enabling the execution of the 2017-2022 Global Fund Strategy. Partnering with stakeholders to create a culture, a workplace and a working environment which embody and promote our values and where our leaders and people act as role models of collaboration, adaptability, accountability and integrity.

Engaged Employees

Agile Organization

Enabling HR Function

1. Our 2017-2022 People Strategy and the underlying Objectives & Initiatives should enable the **Global Fund mission** and the **people we serve**.
2. Internal and external **collaboration** and **partnerships** are key to our success.
3. **We will strive for continuous improvement** and **innovation** which are key to success.
4. We act with **humility, fairness, consistency**, and encourage an open dialogue and **constructive feedback**.
5. We are **accountable** and we are holding others **accountable**.



“Be the change you want to see in the world.”

Mahatma Gandhi

Join us...

