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

- US$ (Billion)
- Lives Saved (Million)

Amount disbursed (cumulative)
Number of lives saved (cumulative)

- 20m
- 22m

Number of Lives Saved Through Global Fund-Supported Programs

The Global Fund
Global Fund’s contribution to international financing to fight the three diseases

AIDS
- Global Fund: 25%
- Other Agencies (PEPFAR, World Bank, Other Bilateral Agencies): 75%

Tuberculosis
- Global Fund: 25%
- Other International Contributors: 75%

Malaria
- Global Fund: 42%
- Other International Contributors: 58%

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

1. We raise the money
2. Countries make investment decisions
3. We evaluate
4. Local experts implement the program
5. Oversight in action

Oversight in action

- Maximize impact against HIV, TB and Malaria
- Build resilient & sustainable systems for health
- Promote & protect human rights and gender equality
- Mobilize increased resources

Strategic enablers

- Innovate and differentiate along the development continuum
- Support mutually accountable partnerships
Our Values and Structure

The Global Fund
Our Values

INTEGRITY
RESPECT
PASSION
COLLABORATION
INNOVATION
EFFECTIVENESS
Organizational Structure

Board

Executive Director

Office of the Board Affairs

Human Resources

Communications

Legal and Compliance

Risk Management

Grant Management

Finance

Strategy, Investment and Impact

External Relations

Office of the Inspector General
We raise the money

1. Oversight in action
2. Countries make investment decisions
3. We evaluate
4. Local experts implement the program

Director of External Relations Division

- Donor Relations
- Private Sector Engagement
- Political & Civil Society Advocacy

We raise the money
Countries make investment decisions
We evaluate
Local experts implement the program
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

![Diagram showing various partners and their roles in advocacy and governance](image-url)
Organizational Structure

Board

Executive Director

Office of the Board Affairs

Office of the Inspector General

Human Resources

Communications

Legal and Compliance

Risk Management

Strategy, Investment and Impact

Grant Management

Finance

External Relations
Global Fund 2017-22 Strategy

Access to Funding

Strategic Information

Country Team

Technical Advice and Partnerships (Disease and HSS specialists)

Community, Rights and Gender

1. We raise the money
2. Countries make investment decisions
3. Local experts implement the program
4. We evaluate
5. Oversight in action

Country A

Produce Concept Note

Submit Concept Note

TRP

Board approval

Grant implementation (3 years)

GAC
Head, Grant Management Division

High Impact Africa I
High Impact Africa II
High Impact Asia II

Asia Europe Lat. Am. & Caribbean
Africa & Middle East
Grant Management Support

1. We raise the money
2. Countries make investment decisions
3. We evaluate
4. Local experts implement the program
5. Oversight in action
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:

- Fund Portfolio Manager
  - Program Officer
  - Fund Portfolio Assistant

- Monitoring & Evaluation Specialist
- Health Product Management Specialist
- Finance Officer
- Legal Officer
Finance Division
Chief Financial Officer

- Treasury
- Sourcing
- Program Finance and Controlling
- Information Technology
- Administration
Organizational Structure

Board

Executive Director

Office of the Inspector General

Office of the Board Affairs

Human Resources

Communications

Legal and Compliance

Risk Management

External Relations

Strategy, Investment and Impact

Grant Management

Finance
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

- Western Europe: 43%
- Africa: 17%
- North America: 14%
- Asia: 9%
- Eastern Europe and Central Asia: 10%
- LAC: 5%
- MENA: 1%
- Oceania: 1%
## Professional Grade Structure

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

Enabling HR Function

Engaged Employees

Agile Organization

Enabling HR Function

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.

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…