

# 38<sup>th</sup> Board Meeting

## Appointment of the Executive Director

GF/B38/02

14-15 November 2017, Geneva, Switzerland

### **Board Decision**

**PURPOSE:** This paper presents one decision point: the appointment of the Executive Director.

## Decision

**Decision Point: GF/B38/DPO3: Appointment of the Executive Director**

*The Board appoints Peter Sands to serve as the next Executive Director of the Global Fund for a four-year term.*

A summary of relevant past decisions providing context to the proposed Decision Point can be found in Annex 1.

A list of relevant past documents can be found in Annex 2.

# Executive Summary

## Context

1. In accordance with the Global Fund Bylaws, the Executive Director is to be selected by the Board “based on merit, in a non-political, open and competitive manner”.<sup>1</sup> On 4 May 2017, the Board approved the membership of the 2017 Executive Director Nomination Committee (EDNC) thus launching the selection process for a new Executive Director (ED) following the appointment of an Interim ED in February 2017 (GF/BR2017/DP04).
2. Beginning in May 2017, the EDNC, with the support of the executive search firm Russell Reynolds Associates, oversaw a global advertising and outreach campaign with the aim of identifying the highest qualified candidates.
3. Following this extensive campaign and global outreach, a candidate pool of 109 applicants was compiled. From this pool, the EDNC identified 11 candidates to invite to the first round of interviews. Following careful consideration, after the end of the first round of interviews, the EDNC invited 8 candidates to the second round of interviews. Five candidates were shortlisted by the EDNC as the final candidates. Noting that one final candidate withdrew shortly before the Board Retreat, four candidates attended the Board Retreat on 24-25 October 2017 to present their vision to the Board and for interviews.
4. The names and bios of the final short-listed candidates were published on the Global Fund website the evening before the start of the Board Retreat.
5. The Board Retreat represented a key milestone and marked the formal handover from the EDNC to the Board Leadership and the beginning of the constituency engagement phase. This phase represented a new element in the selection process with the aim of both furthering due diligence and providing constituencies and the final candidates with the opportunity to get to know each other better.
6. Each candidate held two calls with constituencies and Staff Council was also invited to participate. Constituencies were invited to submit questions to candidates in advance. The candidates were also given the opportunity to ask questions on the calls.
7. The final decision on the appointment of the new Executive Director is expected to be taken at the 38<sup>th</sup> Board Meeting in Geneva on 14-15 November 2017.

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<sup>1</sup> Article 10.1 *Bylaws of the Global Fund to Fight AIDS, Tuberculosis and Malaria* as approved by the Board on 28 January 2016 (GF/B34/EDP07) and effective as of the conclusion of the 35<sup>th</sup> Board Meeting held on 26 – 27 April 2016.

8. **In alphabetical order**, the candidates short-listed by the EDNC are presented below:

**Simon Bland** is the Director of the New York Office of the Joint United Nations Programme on HIV/AIDS. He served as the Chair of the Global Fund Board from 2011 to 2013. Formerly, he worked for three decades at the Department for International Development of the United Kingdom, and led its operations in Kenya.

**Frannie Leautier** is the former Senior Vice President of the African Development Bank where she was a key member of President Adesina's transition team. Previously, she was Chief Executive Officer of the African Capacity Building Foundation, after a successful career at the World Bank, during which she spent time as Chief of Staff to President Wolfensohn, and ran the World Bank Institute, the institution's capacity building branch.

**Peter Sands** is the former Group Chief Executive of Standard Chartered Bank. He began his career at McKinsey & Company. After having spent a sustained period leading a major bank with global operations in relevant countries, he has held a fellowship at Harvard, and immersed himself in a range of global public health projects.

**Anil Soni** is a senior executive at Mylan, the global pharmaceutical corporation, co-leading development, sales, and partnerships for medicines to prevent and treat HIV/AIDS, tuberculosis, malaria and hepatitis C. He was closely involved in the early years of the Global Fund as an adviser to Richard Feachem, after which he led the advocacy work of Friends of the Global Fight in Washington, DC. He spent six years at the Clinton Health Access Initiative, latterly as its Chief Executive.

## Annex 1: Relevant Past Decisions

Relevant past Decision Point	Summary and Impact
<b>GF/B37/DP10: <i>Appointment of the 2017 Executive Director Nomination Committee Membership</i> (May 2017)</b>	On 4 May 2017, the Board appointed the members of the 2017 Executive Director Nomination Committee and requested the Committee to start the 2017 recruitment process for the next Executive Director.
<b>GF/B36/EDP11: <i>Approval of the Terms of Reference for the 2017 Executive Director Nomination Committee</i> (April 2017)</b>	On 21 April 2017, the Board approved the terms of reference of the 2017 Executive Director Nomination Committee.

## **Annex 2: Relevant Past Documents**

The following documents relate directly to the ED selection process and provide comprehensive details on the selection process:

1. **GF/B36/07:** *Board Direct Reports Selection Process* (see Annex 1 for the ED Terms of Reference (November 2016))
2. **GF/B36/EDP11:** *Approval of the Terms of Reference for the 2017 Executive Director Nomination Committee* (April 2017)
3. **GF/EDNC2017/05:** *First Progress Report of the 2017 Executive Director Nomination Committee* (7 June 2017)
4. **GF/EDNC2017/08:** *Second Progress Report of the 2017 Executive Director Nomination Committee* (31 July 2017)
5. **GF/EDNC2017/12:** *Third Progress Report of the 2017 Executive Director Nomination Committee* (28 September 2017)
6. **GF/EDNC2017/14:** *Final Report of the 2017 Executive Director Nomination Committee – Part A: Summary Report* (22 October 2017)

**Part B:** Comprehensive Report (23 October 2017 – restricted to reading room only)