



## **Chief Executive Officer**

Position Specification

# Overview



FHI 360 is a nonprofit organization that mobilizes research, resources, and relationships so that people everywhere can access the opportunities they need to lead full, healthy lives.

Established in 1971 as Family Health International, the name evolved over time to reflect a “360-degree” approach to development—combining expertise in health, economic development, technology, and other areas to address complex global problems.

For more than 50 years, FHI 360 has developed bold solutions to global challenges and created measurable results through research and the application of scientific breakthroughs. Our staff of more than 2,200 experts works in over 60 countries around the world to improve health, economic opportunity, and well-being.

## About FHI 360

### Leadership

[Board of Directors](#)  
[Executive Team](#)

### Financial

[Financial Reports](#)

### Impact Report

[2025 Annual Impact Report](#)

### Main Offices

- Durham, NC (Headquarters)
- Washington, DC
- [London, England](#)
- Asia Pacific Hub: Bangkok, Thailand
- East and Southern Africa Hub: Pretoria, South Africa

### FHI 360 Values

[Organizational Values](#)



# Impact and Scale



FHI 360 operates in 60+ countries around the world, including the United States.



## Where We Work\*

[Bangladesh](#)  
[Benin](#)  
[Botswana](#)  
[Burkina Faso](#)  
[Burundi](#)  
[Cambodia](#)  
[Cameroon](#)  
[Chad](#)  
[China](#)  
[Colombia](#)

[Côte d'Ivoire](#)  
[Democratic Republic of the Congo](#)  
[Djibouti](#)  
[Dominican Republic](#)  
[Egypt](#)  
[El Salvador](#)  
[Eswatini](#)  
[Ethiopia](#)

[Gambia](#)  
[Ghana](#)  
[Guatemala](#)  
[Guinea](#)  
[Haiti](#)  
[Honduras](#)  
[India](#)  
[Indonesia](#)  
[Jamaica](#)  
[Jordan](#)

[Kazakhstan](#)  
[Kenya](#)  
[Kyrgyzstan](#)  
[Laos](#)  
[Lebanon](#)  
[Lesotho](#)  
[Liberia](#)  
[Madagascar](#)  
[Malawi](#)  
[Mali](#)

[Mauritania](#)  
[Mexico](#)  
[Moldova](#)  
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[Myanmar](#)  
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[Nepal](#)  
[Niger](#)  
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[Papua New Guinea](#)  
[Paraguay](#)  
[Philippines](#)  
[Rwanda](#)  
[Senegal](#)  
[Sierra Leone](#)  
[South Africa](#)  
[Sri Lanka](#)  
[Tajikistan](#)  
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[Togo](#)  
[Tunisia](#)  
[Uganda](#)  
[Ukraine](#)  
[United States](#)  
[Viet Nam](#)  
[Yemen](#)  
[Zambia](#)  
[Zimbabwe](#)

# FHI 360's Impact



FHI 360 works globally to improve health and strengthen economic opportunity, utilizing its foundational capabilities in research and evidence, crisis response, and digital technology and AI.

## Impact Areas



### Economic Opportunity

As a partner in economic development, FHI 360 provides businesses, government partners, and communities with technical support, tailored labor market analysis, and data-driven guidance.



### Health

FHI 360 draws on more than 50 years of experience to lead scientific breakthroughs and develop data-driven solutions. From strengthening health systems to preventing infectious disease, FHI 360 works with local partners to create and deliver innovative programs that advance community well-being.

## Foundational Capacities



### Research

Research and evidence grounds FHI 360's work in proven approaches that deliver results to a wide variety of global challenges.



### Crisis Response

FHI 360 stands up crisis response that enables the organization to operate effectively in fragile and high-risk settings.



### Digital Technology and AI

FHI 360 utilizes digital technology and AI to increase efficiency, generate better data, drive smarter delivery and enhance results in their impact areas.

# Examples of FHI 360's Impact



## Meeting Targets and Maintaining Epidemic Control (EpiC)

*Tracking emerging threats and securing global health*

The recent outbreak of mpox clade II – a less deadly, more widespread strain of the virus – affected the Democratic Republic of the Congo more than any other African country.

As a vaccine for this emerging threat was not yet available in impacted areas, swift diagnosis and treatment were vital to contain it. Delays in diagnosis and treatment leave time for diseases to spread.

From the early days of the outbreak, FHI 360 staff began working in partnership with the Congolese Ministry of Health to reduce transport times for samples and expedite the communication of test results to referring labs and health facilities.



## Bridge to Employment

*Transforming students' futures*

For more than 20 years, FHI 360 has partnered with J&J to provide college and career services to more than 5,400 young people in underserved communities in the United States and around the world. FHI 360 consults with organizations in each community to design the program to meet local needs. FHI 360 provides expert, hands-on support, engaging activities, and guidance on strategic planning to make the sites sustainable after the programs end.

FHI 360 has partnered with J&J in 103 sites across 25 countries, inspiring young people to dream big and helping them gain the knowledge and skills to achieve their dreams.

# Examples of FHI 360's Impact



## **Fleming Fund Country Grant for Nepal** *Fighting drug-resistant infections with data*

Data powers effective public health programs. To prevent the spread of drug resistance and ensure patients get the right treatment, health workers need up-to-date sample testing data.

In Nepal, hospitals relied on labor-intensive software that digitized paper records and left data management to staff. Delays were common, and data sometimes went unreported.

Now, with support from the Fleming Fund Country Grant for Nepal – led by FHI 360 – robotic process automation “bot” technology is strengthening the country’s national surveillance network for drug resistance. The user-friendly bot automates repetitive tasks, reducing manual data entry so staff can quickly report results and identify insights.



## **LEGO Playful Parenting Implementation Research** *Facilitating research in action*

What happens when a program wants to expand its reach and benefit more people? “Scaling up” is complex and uncertain, and while some programs scale successfully, many others struggle. To find out why, the LEGO Foundation asked FHI 360 to study the journeys of four parenting programs from pilot to scale.

The programs were incorporating play in parenting from birth – a novel concept in many contexts. FHI 360’s research team gathered data on their quality, effectiveness and impact in cycles, sharing data continuously with the programs.

The partnership shows how research and learning can lead to better informed and more thoughtful programs.

## **The Moment in Time**

FHI 360 is a leader in international development with proven technical expertise and global impact. Its portfolio of capabilities and assets position the organization well to address today's complex, interrelated development challenges.

As the sector faced a significant decrease in funding from the U.S. federal government, FHI 360 has maintained its relative strength with a ~\$2B multi-year backlog in projects and ~\$500M of projects to implement in 2026 across global health, economic development, humanitarian response, and research. Of course, the shifts in government funding have required significant changes to the cost management and evolution of the organization's operating model. As these funding shifts are likely enduring: FHI 360 is now making strategic bets for its future, always grounded in the values that have guided the organization for the past 50+ years.

Looking ahead, FHI 360 will expand relationships with private and corporate funders, explore new impact investing and blended finance mechanisms, and lean into other opportunistic areas for which it can deliver distinctive, scalable impact. The organization is actively seeking to diversify and grow its funder base, developing the infrastructure needed for business development and compliance with new funders, while continuing to deliver its crucial U.S. government-funded work.

The next Chief Executive Officer will build on this strong foundation, guiding revenue diversification, operational excellence, and a global team to ensure that FHI 360 remains well-positioned to deliver on its mission.

# The Position

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**Title** Chief Executive Officer **Reports To** [Board of Directors](#)

**Location** Washington, DC or Durham, North Carolina preferred. **Direct Reports** 11

**Position** FHI 360 seeks a Chief Executive Officer to build upon the organization’s legacy and impact while stewarding and evolving the organization during a pivotal moment for the international development sector.

Reporting to the Board of Directors, the CEO will be a strategic and culturally-aware global leader, with a track record of operating at scale. This leader will bring strong business acumen and the ability to assess, develop, and evolve operating models to meet the changing dynamics of the international development sector.

The CEO will steward FHI 360’s delivery in U.S. government-funded programming, while advancing thoughtful revenue diversification, particularly by expanding private-sector and philanthropic partnerships.

The CEO will be an effective communicator and passionate about FHI 360’s mission and work, serving as a highly visible and credible leader within the sector. They will engage confidently with senior leaders across U.S. and other government funding agencies, philanthropic organizations, corporate partners, impact investors, and other key stakeholders. The CEO will be relationship-driven, with the ability to cultivate strategic networks and mobilize support for the organization’s work.

This leadership role requires steadiness, strategic judgment, and the ability to communicate a clear and compelling vision amidst change. The next CEO will lead with decisiveness, grounded in self-awareness and a propensity to listen and learn. They will guide FHI 360 through a dynamic external environment while fostering an inclusive, culturally responsive organizational culture. In doing so, they will ensure FHI 360’s durability, credibility, and meaningful impact for decades to come.

# Roles & Responsibilities

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- In collaboration with the Board of Directors and executive team, develop institutional and programmatic strategies to ensure FHI 360 is upholding its reputation as a trusted partner to governments, multilaterals, the private sector, local communities and philanthropic partners, mobilizing resources, and achieving measurable outcomes in improving lives in lasting ways
- Partner with the Board on all matters of governance, mission, and strategy, ensuring the Board is updated on the organization's condition and impactful internal and industry factors
- Guide and empower teams responsible for managing and developing business and delivery models, ensuring robust project implementation and identifying and prioritizing operational efficiencies and cost-savings
- Grow and diversify organizational funding, ensuring strong stewardship of FHI 360's existing USG relationships while identifying and expanding private revenue funding streams and donor relationships
- Establish and maintain personal relationships with key funders and donors to encourage ongoing support; continue building a constituency that extends beyond the current donor base, including foundation, corporate, and individual donors
- Identify, build, and manage effective partnerships to ensure FHI 360 is engaged in relevant forums globally
- Intentionally nurture FHI 360's brand and reputation with key stakeholders
- Cultivate a strong organizational culture, with collaboration, partnership, and commitment to FHI 360's principles and values
- Create a culture of accountability for highly effective communication, systems, and relationships across a globally dispersed workforce
- Committed to preserving a culture of trust, transparency, and safeguarding across the organization

## Culture Impact

### Mission Orientation

Combines strategic acumen with a genuine passion for FHI 360's mission for sustainable development and deep empathy for the communities served, demonstrating a commitment to achieving lasting impact.

### Collaborative & Measured

Calm and credible in periods of uncertainty. Leads with strong emotional intelligence and integrity that builds trust and collaboration across a global workforce. Fosters an organizational sense of culture and identity.

### Clarity of Direction

Able to articulate a compelling path forward and align teams around measurable priorities. Sets high expectations and drives performance in service of mission and impact.

## Pivotal Experience & Expertise

### Revenue Diversification Experience

Proven ability to develop private revenue streams while responsibly stewarding a significant USG-funded portfolio. Experienced with philanthropy, corporate foundations, private sector partners, impact investing, and/or blended finance mechanisms. An inspiring communicator who proactively builds funder relationships, explores new partnership opportunities, and promotes a compelling vision around the organization's capacities and impact.

### Organizational Leadership

Experience leading a complex organization of relevant scale and global scope. Demonstrated ability to align strategy, operating model, systems footprint, and staffing structures while driving continuous improvement in organizational performance and compliance.

### Change Management

Track record in making thoughtful structural, portfolio, and cost decisions; align strategy and resources; and guide a mission-driven organization through industry disruption and organizational and technical modernization with clarity and steadiness.

### Global Credibility

Relevant global experience in one or both of FHI 360's impact areas - global health and economic opportunity - with sufficient credibility to engage confidently with diverse audiences: funders, community partners, and staff.

# Engagement Team

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FHI 360 has engaged the Social Impact Practice at Heidrick & Struggles to conduct the search for its next Chief Executive Officer.

**J.J. Cutler**

[jcutler@heidrick.com](mailto:jcutler@heidrick.com)

**Jackie Zavitz**

[jzavitz@heidrick.com](mailto:jzavitz@heidrick.com)

**Alissa Fernandez**

[alfernandez@heidrick.com](mailto:alfernandez@heidrick.com)

**Applications and nominations** can be directed to: [FHI360CEO@heidrick.com](mailto:FHI360CEO@heidrick.com).

As [an equal opportunity employer](#), we are committed to fostering a culture of diversity. Military veterans and individuals with disabilities are encouraged to apply. **Compensation** for the role will be determined based on experience and skill set, with an anticipated base salary of \$500,000+.

