



*PRONTO International aims to optimize care during birth. We develop and implement innovative training strategies that act as a catalyst for health care providers to make individual, team, and systems changes.*

The Board of Directors at PRONTO International invites nominations and expressions of interest for the position of Executive Director for our rapidly growing nonprofit organization (<http://prontointernational.org>). Our mission is to transform labor and birth care practices in low-resource settings to make birth safe and respectful for all mothers, their infants, and providers who care for them around the world.

Over the past several years under the leadership of our current ED, our organization has grown from a small player in a busy field of maternal health organizations to a globally recognized leader with expertise in designing and implementing low-cost simulation based team-training programs. Each of our current programs is built on local partnerships that create transformative learning opportunities designed to catalyze individual, team and system change.

We are looking for the next Executive Director (ED) of PRONTO International - a team builder and leader who will guide the organization to new levels of excellence, purpose, and impact. S/he will set the strategic vision and plan for how PRONTO will thrive in the years ahead and execute and communicate that vision to inspire, challenge and support members of our global PRONTO team (USA, Latin-America, East-Africa, and Northern India) and our partners worldwide.

In order for PRONTO International to achieve its ambitious aspirations, the next ED is expected to address the following opportunities and challenges:

- Develop and guide us in a pioneering vision for PRONTO;
- Ensure innovative and transformative provider training curriculum development that will improve quality of maternal and newborn care;
- Grow and strengthen the resource base;
- Strategically manage PRONTO's resources;
- Continue to inspire and build the growing international team of PRONTO employees and positively shape our organizational culture;
- Strengthen existing partnerships and cultivate new relationships to build future collaborative programs;
- Serve as a compelling, effective advocate and ambassador for PRONTO International, substantially raising the organization's visibility; and
- Work closely with the Board of Directors to support PRONTO International's continued growth and development.

A more complete description of the desired qualifications and characteristics of the ED can be found at the conclusion of this profile. All confidential inquiries, applications, and nominations may be directed online to Dilys Walker, President BOD, <http://prontointernational.org/get-involved/jobs/>

### **About PRONTO International**

PRONTO was born in Mexico in 2009 while co-founder Dilys Walker was working at the National Institute of Public Health and co-founder Susanna Cohen was working at the University of Utah, College of Nursing as a midwife and simulation educator. Recognizing the gap in effective emergency obstetric training, with existing programs in silos, addressing either neonatal or obstetric emergencies, together they envisioned the PRONTO approach to quality improvement around the time of birth. They created a highly realistic, low-cost birth simulator (PartoPants™) in 2008 and the accompanying training program designed to unlock system barriers, build team confidence, and provide respectful care for all mothers during normal and emergency birth. Another midwife and simulation expert, Jenifer Fahey, having grown up in Mexico, joined forces with Dilys and Susanna to refine the early model.

The organization has since grown rapidly, with active programs in Mexico, India, Kenya, and Uganda and new inquiries arriving regularly from interested partners around the world. Originally a purely modular training approach, PRONTO has evolved to offer a new model to interested partners, in which we customize a simulation and team training curriculum to locally existing programs, using PRONTO's core components and addressing practice and behavior gaps through a comprehensive lens that considers individual, team and system influences on quality of care.

## **The Executive Director Role**

The ED of PRONTO International is the thought leader of the organization and serves as the visible champion and spokesperson for the organization, advocating on its behalf and supporting our home office and in-country staff and partners.

S/he is a partner with the Board of Directors. The ED leads the organization to financially sustainable results, addresses financial challenges with creativity and efficiency, and actively fundraises and manages resources. S/he has a direct, personal role in raising funds from individual and institutional donors so that the organization has the resources needed to perform its mission and continues to improve its financial strength.

This person will work closely with and report to the President of the BOD to ensure ongoing development and engagement of the Board of Directors. The ED will execute the strategic vision and is accountable for annual and long term results. S/he must also be familiar with the world's leaders in global maternal and neonatal health, health systems, and quality of care research and implementation.

## **Key Opportunities and Challenges for the Next Executive Director**

The successful candidate for the ED position joins PRONTO International at a unique inflection point in its growth. The ED will have the opportunity to build on the momentum of the current leadership, and through strategic visioning, execution, innovative fundraising, and careful stewardship, take PRONTO International to its next level of excellence and success.

To do so, the Executive Director will address several key opportunities and challenges, as outlined below:

### **Develop and lead a pioneering vision**

The ED must prioritize initiatives, articulate the organization's sense of purpose, and provide clarity and inspiration regarding the achievement of the strategic vision. S/he must set the tone to create an environment that promotes a strong PRONTO team and supports the professional growth and development of each individual member of our dedicated staff. S/he must foster a culture that values transparency and open communication with PRONTO's many volunteers and partner stakeholders to build the collective morale and commitment to our mission.

### **Ensure compelling and innovative program development that will drive greater demand and impact**

The ED will encourage the organizational flexibility and nimbleness required to achieve the organization's aspirations and to ensure the impact and enduring presence of PRONTO International as a global influencer in maternal, neonatal, and provider health. The ED must work to ensure that PRONTO remains a global leader and partner of choice for both funders, governments and larger implementing organizations.

### **Grow and strengthen the resource base**

The ED must have clarity about the path to financial sustainability, executing the existing financial plan and identifying new revenue streams. S/he must comprehend and manage all of the financial dynamics of the organization. The ED must inspire existing donors as well as seize the opportunity to develop and cultivate the next generation of donors/funders.

The ED will be a skilled fundraiser, with a talent for convincingly communicating PRONTO International's story to a variety of audiences.

### **Wisely manage PRONTO International's resources**

The ED must identify opportunities for operational and administrative efficiencies and budget priorities and seek to leverage existing resources while also identifying areas of potential growth.

### **Continue to inspire, build, and positively shape our organizational culture**

PRONTO International's dynamic, talented, and dedicated staff play a critical role in the organization's success. The next ED will not just manage, but lead this group, providing consistent support and development in order to grow and further develop a team of the highest quality. The ED will have the opportunity to redesign the organization to meet the challenges of a rapidly growing organization. To do so s/he will address staffing needs, recognize staff achievement, and provide professional development opportunities to support each member.

The ED must inspire the organization and foster a spirit of unity and mutual respect within the organization. S/he should be accessible, inclusive, and consultative - including staff at the decision-making table.

**Serve as a compelling, effective advocate and ambassador for PRONTO International, substantially raising the organization's external visibility**

The ED must be a thought leader who engages in widespread advocacy for the PRONTO and its programs. The ED will serve as the public face of the organization both locally and globally and work effectively with a variety of partners, donors, government officials, academic institutions, and philanthropists. The ED must seize every opportunity to write and speak about PRONTO and to use the organization's mission, history, and ethos to inspire partners, staff, donors, and the general public to embrace the vital role PRONTO International plays in improving care during birth for women, their infants, and the providers that make birth safe in low-resource settings, thus preventing unnecessary maternal and neonatal deaths.

**Work closely with the Board of Directors to support PRONTO International's continued growth**

The Board of Directors serves as a vital resource for PRONTO International and partner for the ED. Board members currently collaborate with staff at multiple levels of the organization, including curriculum development, implementation, and building partnerships. The ED must maintain a strong partnership with Board members, activating, engaging, and developing its members and cementing the Board's identity while receiving guidance and direction on the stewardship of the organization. Given the increasing need for philanthropic support, Board members have an opportunity to also become more directly involved in fundraising, networking, and community outreach, which will contribute significantly to PRONTO's overall impact and prestige. The ED also has the opportunity to work with the President to consider Board composition and governance, and how the vital relationship between the President, ED, and staff can be further strengthened and leveraged.

***Qualifications and Characteristics***

The Search Committee seeks candidates with the following qualities and characteristics, understanding that each candidate brings relative strengths and weaknesses and that no single candidate will likely be strong in every area:

- 5+ years of management experience within the non-profit sector or managing a corporate social responsibility program
- 5+ years of experience in the field of maternal and child health
- Experience in program implementation in low - and middle - income countries
- Proven history of effective leadership and people management
- Experience in financial management, forecasting and budgeting
- Successful fundraising and grant-writing experience
- Strategic planning and program development; preferably in the non-profit sector
- Masters in Public Health (MPH) or Masters in Business Administration (MBA) (or equivalent graduate training or experience)
- Work experience in India or East Africa (preferred)
- Clinical degree in Obstetrics/Gynecology, Pediatrics, Midwifery, or Nursing (preferred)
- Experience in adult learning concepts, simulation, training (preferred)
- Second language skills in Spanish, Swahili, French or Hindi (preferred)

**Location**

PRONTO International is located in Seattle, Washington one of the world's most beloved cities, with an ideal climate, exceptionally diverse population, and easy access to countless cultural and recreational opportunities. The PRONTO team currently work virtually with one day a week in a shared work space in Seattle. Though based in Seattle, we are open to exploring other locations if the appropriate candidate emerges. We have strong ties with the University of California San Francisco, and the University of Utah.

Seattle is a hub for Global Health as it is home to the Bill and Melinda Gates Foundation and PATH as well as a number of other health NGOs working globally. Seattle is also the home of The Washington Global Health Alliance, an active supporter of PRONTO International's growth and development.

**Applications, Inquiries, and Nominations**

Screening of complete applications will begin immediately and continue until the completion of the search process.

Inquiries, nominations, referrals, and CVs with cover letters should be sent to Dilys Walker, President BOD, online at <http://prontointernational.org/get-involved/jobs/>