

— **Director General**

GIRP, European Healthcare  
Distribution Association



**Dober Partners**  
Executive Search  
& Consultancy

- .....
- 03 About GIRP**
  - 04 What You'll Do**
  - 06 Recruitment Process**
- .....



GIRP, the European Healthcare Distribution Association, is the umbrella organisation for pharmaceutical full-line wholesalers and distributors of healthcare products and services in Europe. GIRP represents the national associations of over 750 pharmaceutical wholesalers serving 33 European countries, as well as major international and pan-European healthcare distribution companies. GIRP members employ over 140,000 people and distribute around 15 billion packs of medicines per year, as well as a wide range of medical devices, in-vitro diagnostic devices, veterinarian medicinal products, food supplements, and other healthcare related products.

Full-service healthcare distributors are essential for the European healthcare sector, occupying a central position in the distribution pathway of medicinal products. They secure a vital and reliable link between pharmaceutical manufacturers, pharmacists, dispensing doctors, and hospitals by ensuring the purchase, warehousing, storage, order preparation and delivery of medicines. They also provide working capital and extended financing services, funding of stock and receivables of pharmacies and healthcare professionals.

By promoting trust, partnership and innovation, they help millions of patients in pharmacies and other healthcare institutions every day. As the vital link in healthcare, GIRP members are committed to developing and providing innovative and efficient healthcare products and services to improve the health and wellbeing of people across Europe.

GIRP, the voice of the healthcare distribution sector, is dedicated to shaping the formulation of smart and informed policy measures at the European level. Serving as a platform for learning, dialogue, and exchange, GIRP offers its members individual and collective support services, advice, information, educational events and workshops, as well as networking opportunities.

GIRP is looking for a new Director General to lead and manage the association in 2024.





## Purpose of the GIRP Director General:

The Director-General (DG) is accountable to the GIRP Board for:

- Developing GIRP's vision, goals and objectives.
- Driving GIRP's lobbying activities to optimally represent the Association and ensure its members' interests are well respected and advanced.
- Overseeing the planning, delivery, monitoring and measurement of impact of GIRP's services to members.
- Managing the Association within the policy guidelines set by the Association and Board.

## Scope of Work:

The DG is expected to develop and deepen relationships with a diverse group of stakeholders, including European and international organizations as well as private sector companies and government officials. The DG is responsible for delivering high quality services to members and participating organizations. Furthermore, the DG is expected to strengthen the Association through the incubation, evaluation and implementation of new ideas.

The DG is also responsible for managing the Secretariat and for supporting growth and development of the team. The DG is expected to drive the overall direction of the Secretariat and guide the team towards the achievement of set goals within agreed budgets.



## Key target areas

- Provide the vision, leadership, and direction of the organisation.
- Create the strategic business agenda for how the secretariat can achieve its goals and add value to GIRP's stakeholders.
- Lead GIRP's engagement in the EU healthcare agenda in a changing economic, social and political environment, with a particular focus on developing the organisation's network across the institutions and stakeholders.
- Advocate and enhance GIRP's image, mission and vision as well as its role in the development of the full-service healthcare distribution sector at European level.
- Maintain the continued relevance and quality of GIRP work and ensure that strategic plans address the key priorities of GIRP members.
- Manage an optimal team structure and organization, track team performance and support growth and development.
- Ensure appropriate management and maintenance of GIRP's assets.

## Qualifications and skills

The successful candidate is expected to be focused on delivering measurable results, on providing vision for the sector, and on operational leadership.

The GIRP Board is looking for a professional with relevant experience in the health industry and/or industry associations. A strong network in EU and international institutions as well as in the broader healthcare sphere is a major asset. Knowledge of the pharmaceutical wholesaling sector is an advantage but not a requirement.

The successful candidate should have:

- Demonstrated success of effectively leading change and organizational growth through strategic planning.
- Confidence in speaking to large audiences and with high-ranking officials in both industry and public policy.
- Proven track record in driving innovation and implementing transformative initiatives within a small to medium-sized organization.
- Exceptional interpersonal skills with an inclusive and collaborative leadership approach and empowering leadership style.
- Integrity and a commitment to upholding ethical standards.
- Visionary thinking with the ability to anticipate and respond to industry shifts.
- Fluent written and spoken English, with good command of at least one EU language.
- Willingness for international travel up to 30%.

# Recruitment Process



If you wish to apply for this exciting position, please send your CV to the Executive Search team at Dober Partners (contacts below), as soon as possible to qualify for interviews with the Selection Committee in early 2024.

**Mark Dober**

M: +32 477 950 466

→ [mark@doberpartners.com](mailto:mark@doberpartners.com)

**Natalia Kurop**

M: +32 488 945 579

→ [natalia@doberpartners.com](mailto:natalia@doberpartners.com)

[www.doberpartners.com](http://www.doberpartners.com)



**Dober Partners**  
Executive Search  
& Consultancy