

— Director General
Global Self-Care Federation (GSCF)



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The Global Self-Care Federation (GSCF) is a federation of national, regional, multinational associations and consumer healthcare corporations, dedicated to enhancing the role of self-care. GSCF is a registered Swiss association based near Geneva, Switzerland.

Several key factors are shaping the future of the self-care industry:

- The global population is aging with an ever-greater need for better chronic disease management. At the same time, the consumer journey is rapidly evolving, impacting how individuals interact with healthcare providers and buy self-care.
- In an omni-channel world, people want convenient, transparent and affordable options at their fingertips. The explosion in data-driven solutions also means that individuals have come to expect holistic, personalized solutions across every aspect of their lives.

The Global Self-Care Federation is helping the industry respond to these factors and achieve better health outcomes for individuals all around the world. Our vision is A healthier world through better Self-Care. Our ambition is to ensure that key decision makers embrace self-care intervention, recognize its value, and use its broad range of benefits as the building blocks to deliver better and more sustainable health systems and outcomes for all.

Key objectives:

- A WHO resolution on self-care by 2025
- Be the trusted, global partner, promoting the value and benefits of self-care interventions for stakeholders
- Support GSCF members in addressing key global issues and opportunities around regulatory affairs, policy & safety
- Drive commitment & action on environmental sustainability in self-care

GSCF represents the self-care and self-medication industry and endeavours to contribute to WHO's Public Health goals through our specialized expertise. GSCF is a non-State actor (NSA) in official relations with the World Health Organization, since 1977.

GSCF collaborates with many global health organizations on key initiatives to enable better health outcomes for all:

- WHO Resolution Initiative – United for Self-Care Coalition
- Self-Care Health Literacy
- Environmental Sustainability

Key stakeholders, partners and collaborators include:

- WHO
- International Pharmacy Federation (FIP)
- International Council for Harmonisation (ICH)
- PATH
- International Alliance of Patients' Organizations (IAPO)
- International Federation of Ageing (IFA)
- Self-Care Trailblazer Group (SCTG)
- International Alliance of Osteopaths (OIA)
- Pathfinder
- Global pharma organizations including IFPMA
- Consumer Goods Forum

Position Summary

The Director General of GSCF will be responsible for setting and executing the association's strategic direction and priorities in agreement with the GSCF Board of Directors and Executive Committee; for developing and building consensus around policies, programs and activities designed to serve the needs of a diverse membership; and for ensuring that the organization is run in an effective, ethical and financially responsible manner. The Director General works closely with the Chairman, association officers, members of the Executive Committee, and members of the Board of Directors to promote the self-care agenda including the role of over the counter medicines, nutritional supplements and oral care products globally; and to provide leadership and guidance on policy, regulatory and scientific issues before governments, WHO and international government agencies.

External role

Chairman and Board of Directors

Direct reports

4 Staff members

External role

Global government and non-government organizations – officials within key departments with jurisdiction over OTC and health issues and other appropriate agencies, including but not limited to:

- World Health Organization
- United Nations organisations
- Global third party organizations representing consumers/patients, healthcare professionals, retailers, healthcare policy groups, academia, etc.
- OTC Trade Associations from regions and countries

Key Responsibilities

- Provide leadership, management and oversight for the association's operations, and help to achieve successful outcomes against strategic pillars of organization
- Work with Executive Committee and Board of Directors to develop and prioritize the vision and strategic priorities of the association to be focused on short and long-term objectives and outcome based; lead staff and company members in successful execution of identified goals; and strive to achieve unity, where possible, within the membership on key issues affecting the industry and enhance/protect opportunities that are key growth engines for the industry
- Anticipate current and emerging political, social, economic, policy and regulatory issues and trends globally that affect the industry; recommend actions and resources for association to address the issues
- Develop strategy for establishing and strengthening trade associations in key countries, as agreed by the GSCF Board of Directors
- Build and maintain co-operative relations with international organizations relevant for the consumer health industry and representing stakeholders in healthcare
- Represent and serve as the face and voice of CHC industry at industry meetings and functions; and with external audiences including government officials, policy makers, regulators, and the media.
- Promote close collaboration and information exchange between GSCF member associations/companies
- Oversee and participate in process to develop consensus on priorities and policy positions on issues affecting the industry; support member association efforts on national legislation and regulation as agreed by GSCF Board
- Coordinate the research agenda of data and evidence demonstrating the value and benefits of responsible self-care
- Manage the overall operations and finances of the association according to industry best practices, legal and compliance standards
- Provide strategic vision and support the planning of GSCF Regional Conferences
- Manage the committees and taskforces
- Manage GSCF staff to foster positive, collaborative work environment
- Maintain highest standards of ethics and integrity

Candidate Profile

IDEAL EXPERIENCE

Education

Preferably an advanced degree in a relevant field of study.

General

At least 10 to 15 years of proven leadership, management and decision-making experience with direct accountability for results at the executive level of an organization. Commercial experience is an advantage.

Specific

- Consumer Health: Sound knowledge of political, policy, legislative and regulatory environment of consumer healthcare products, and processes related to healthcare, non-prescription/OTCs, nutritional supplements;
- Associations: Experience leading global organisations & demonstrated ability to work with diverse international organizations and individuals; experience working with WHO and other key global health stakeholders a definite advantage
- Representation: Experience serving as the face and voice of an industry or group, a skilled and strategic advocate and communicator on public policy issues.
- Financial: Astute at financial aspects of running an organization, including developing and implementing strategies for growth.
- Experience in working with a Board of Directors

Leadership

Experience managing and motivating teams. Experience leading an organization through change.

Languages

English

French is an advantage



CRITICAL LEADERSHIP CAPABILITIES

Strategic Thinking

- Gains a deep understanding of GSCF's mission and the outcomes that determine success;
- Identifies strategies to allow GSCF members to continue to be the world leaders in consumer health;
- Thinks 2-3 years ahead : experienced in anticipating issues and building consensus at an early stage;
- Strong network and in-depth understanding of the current political landscape which would enhance his/her ability to balance long term strategic thinking with short-term outcome-based goals

Leading People

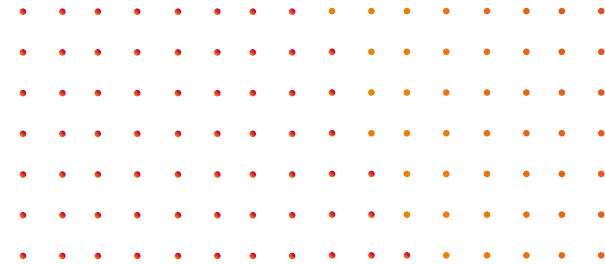
- Collaborates and constructively debates with the team to manage projects, solve problems, discuss challenging issues, or learn more about critical issues as a group ;
- Delegates roles thoughtfully to free self to work at a more strategic level;
- Collaborates with each employee to establish clear, performance goals and metrics for the year;
- Maintains processes to monitor projects and deliver results that exceed expectations ;
- Periodically reviews team progress against plans, focuses attention beyond the project to the full year or more.

Collaborating and Influencing

- Ability to work closely with the executive committee and the board in order to ensure its continued operational strength, build consensus at all levels around key issues and initiatives despite sometimes different member perspectives ;
 - Facilitates discussions to enable people to collaborate with each other independently; promotes collaboration across multiple parties;
 - Identifies and meets with key players and stakeholders to help them shape a consensus collectively and engages in a dialogue to reach a final conclusion together ;
 - Develops explicit understanding of which relationships are most important to the organization and its stakeholders, builds a network prioritizing these relationships.
- ### Cultural Agility
- Encourages open discussion of different ideas and views ;
 - Invites and uses input from perspectives significantly different from their own;
 - Adapts behaviors and communications to engage with, or blend with other cultures.

OTHER PERSONAL CHARACTERISTICS

- Exceptional communication skills and listening ability
- Gains highest credibility at all levels – in working with the Board, with Business Executives, WHO, key stakeholder as well as in communicating to all external organizations
- Strong executive presence
- High energy – someone who approaches challenges with optimism and vigor
- Highest levels of integrity, ethics and honesty



Recruitment Process



GSCF is an equal opportunity employer, committed to diversity, equity and inclusion in the workplace.

The Executive Search firm Dober Partners has been retained to support the GSCF Search Committee select a shortlist of prospective candidates against the criteria set out in this document.

If you wish to apply for this exciting position, please send your CV to the Dober Partners -GSCF Search team below, as soon as possible.

Final interviews for the shortlisted candidates with the Search Committee of GSCF will take place on the morning of 4 June 2024 in Brussels.

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