

Position Specification

Global Partnership for Education (GPE)
Board Chair & Vice Chair

The information in this document should be read in conjunction with material published on the [Global Partnership for Education's website](#).

Our Client

The Global Partnership for Education (GPE) is the largest global fund solely dedicated to transforming education in close to 76 lower-income countries, and a unique, multi-stakeholder partnership. GPE works to deliver quality education so that every child can have hope, opportunity, and agency. For nearly two decades, GPE has been delivering funds and supporting solutions to build strong and resilient education systems so that more children in the poorest countries, especially girls, get the education they need to contribute to building a more prosperous and sustainable world. Since 2002, 160 million more children in partner countries have set foot in classrooms for the first time. GPE brings together lower-income countries, donors, international organizations, civil society – including youth and teacher organizations – the private sector, and private foundations to transform education systems so that all girls and boys, especially those who are marginalized by poverty, displacement, or disability, can get a quality education.

GPE is committed to upholding the following principles in all aspects of their work:

- **Education as a public good**, a human right, and an enabler of other rights. It is essential for peace, tolerance, human fulfilment, and sustainable development.
- Focusing resources on securing **learning, equity and inclusion** for the most marginalized children and youth, including those affected by fragility and conflict.
- Achieving **gender equality**.
- Enabling inclusive, evidence-based **policy dialogue** that engages national governments, donors, civil society, teachers, philanthropy, and the private sector.
- Providing support that promotes **country ownership** and nationally identified priorities and is linked to country performance in achieving improved equity and learning.
- Improving **development effectiveness** through harmonization and aligning aid to country systems.
- Promoting **mutual accountability** and transparency across the partnership.
- Acting on the belief that **inclusive partnership** is the most effective means of achieving development results.

GPE 2025 Strategic Plan

GPE's most ambitious strategy to date will accelerate efforts to reach Sustainable Development Goal 4 through transformed education systems, putting gender equality at the heart of what GPE does. GPE 2025 is anchored around the **goal** to accelerate access, learning outcomes and gender equality through equitable, inclusive and resilient education systems fit for the 21st century.

GPE will pursue its mission through the following **objectives** that support education transformation at scale:

- Country-level objectives
 - Strengthen gender-responsive planning and policy development for system-wide impact
 - Mobilize coordinated action and financing to enable transformative change
 - Strengthen capacity, adapt and learn, to implement and drive results at scale
- Global level enabling objective
 - Mobilize global and national partners and resources for sustainable results

To help countries achieve results at scale, GPE will focus on the following **priority areas**:

- Access to education
- Learning
- Gender equality
- Inclusion
- Early learning
- Quality teaching
- Volume, equity and efficiency of domestic financing
- Strong organizational capacity

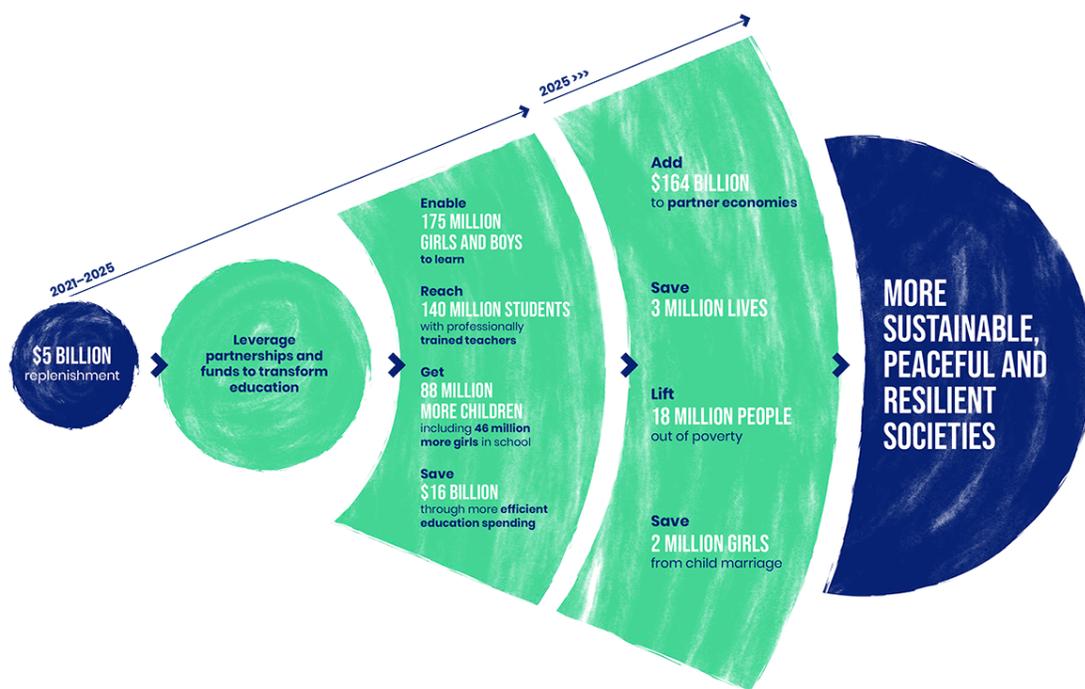
Implementation of the GPE 2025 will be underpinned by a **Monitoring, Evaluation and Learning framework**, aiming to use and embed evidence-based learning at the country level to drive timely decision-making and adaptive management for improved performance across GPE.

The GPE 2025 Strategic Plan was approved by the GPE Board of Directors in December 2020. The GPE 2025 Strategy narrative is available [here](#).

Financing 2025

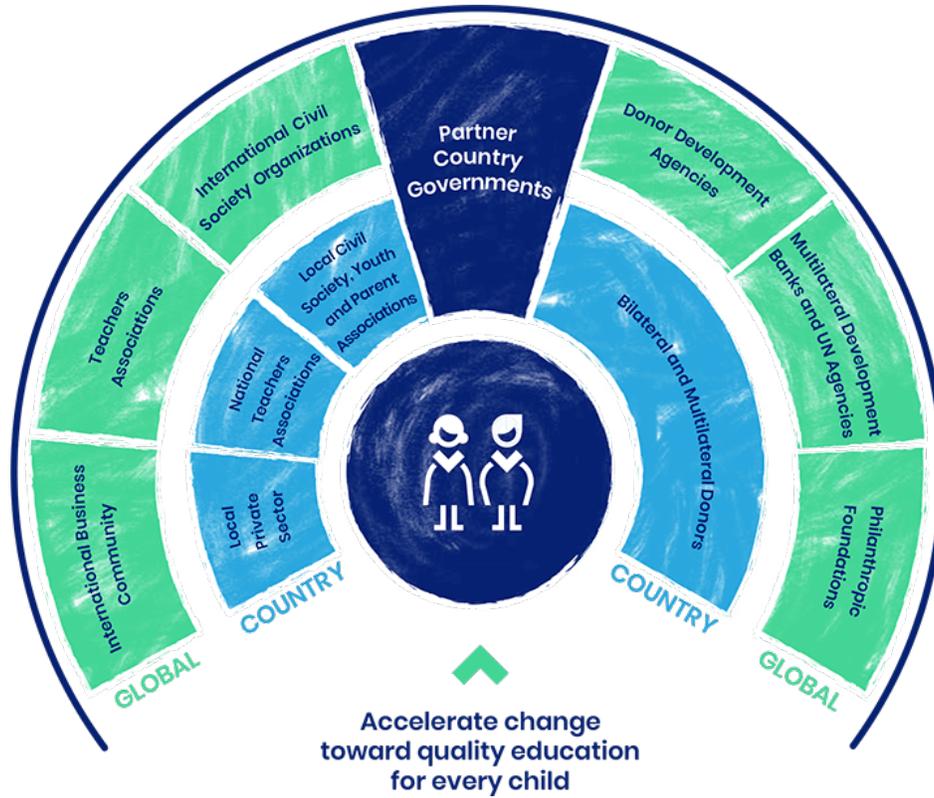
At the start of October 2020, GPE launched its fourth financing campaign, with Kenya and the United Kingdom as co-hosts. GPE will need at least \$5 billion for the period 2021 – 25 to support lower-income countries accelerate progress towards quality education for every child. The GPE Case for Investment can be found [here](#).

By utilizing a variety of funding instruments and other mechanisms to leverage these resources, including education funding by lower-income countries themselves, GPE can catalyze real change. They facilitate a ripple effect of investment, contributing to building more sustainable, peaceful, and resilient societies in the long-term. From 2025 they are expected to add an estimated \$164 billion to partner country economies, lifting 18 million people out of poverty, saving three million lives, and preventing early marriage for two million girls.



In addition to longer-term investment, GPE is also well positioned to react rapidly to emergencies, as it has done during the current Covid-19 pandemic. The social and economic impact of the coronavirus has triggered an education crisis on unprecedented scale, and in developing countries 393 million children are cut off from schools. In a matter of weeks, GPE mobilized more than \$500 million to support partner countries with planning and implementing their response to the pandemic. 66 grants have been approved for a total of \$467 million, and an additional \$25 million has been approved for a joint initiative by UNESCO, UNICEF, and the World Bank to ensure regional and global efficiencies and knowledge sharing.

GPE's Partners



The Roles

GPE is searching for a new Board Chair and Vice Chair to lead the Board during this next stage of organizational and strategic growth and impact.

The current Chair, the Hon. Julia Gillard AC, is completing her final term as per the GPE Charter, as is the current Vice Chair Minister Serigne Mbaye Thiam. The Board of Directors of GPE is an independent Board of a broad constituency-based partnership and separately capitalized by sovereign donors, the Secretariat of which is administratively hosted by the World Bank.

Over recent years, with a successful replenishment in 2018 of nearly \$2 billion, GPE has grown into a significant global fund for education with an impact in 76 of the world's poorest countries and an influence at the global level within the education sector. The Board of the GPE is for these reasons a major policy making place within the global education aid environment.

The Board Chair and Vice Chair positions of GPE is an opportunity for the right individuals to continue to drive the reach, influence, and impact of the partnership both at a global policy level and at a country operational level for millions of children affected by a learning crisis made worse by the COVID pandemic.

The Chair and the Vice Chair are appointed by the Board and between them represent the Board and the partnership as a whole. The Chair and Vice Chair shall act without prejudice in fulfilling their responsibilities and do not participate in voting for decisions by the Board.

The Chair has the following roles and responsibilities:

- Providing political and intellectual leadership for GPE, including representing the partnership and the Board in political and public fora.
- Supporting resource mobilization efforts.
- Convening and chairing meetings of the Board and, where necessary, other GPE meetings, including preparation of meeting agendas, facilitating agreement on key decisions and monitoring their implementation.
- Facilitating the provision of input by the Board to the annual performance review of the Chief Executive Officer.
- Exercising other tasks as required to carry out the purposes of the Global Partnership for Education as decided by the Board.

The Vice Chair, as well as on occasion serving as a Deputy to the Chair, has the following roles and responsibilities:

- Representation of GPE
- Board/coordinating committee meetings
- Co-leadership of the Board and the Governance System
- Risk Management
- Relationship with the CEO and the Secretariat

Note – the roles of the Chair and the Vice Chair are intended to be complementary. At the beginning of their term, the Board Chair and Vice Chair shall clearly define which responsibilities shall be carried out by the Chair and which ones by the Vice Chair.

Candidate Profiles

The roles of the Board Chair and Vice Chair require a person of impeccable integrity, strong interpersonal and diplomatic skills, empathy, and sound judgment, and a proven record of respected international leadership. The Chair and Vice Chair will bring a demonstrable commitment to the values of GPE.

Experience

The Chair and Vice Chair should collectively possess the following qualifications and experience:

- Strong experience as a leader and representative, ideally as a head of state, or at an equivalent international level;
- Significant and complex governance experience;
- A track record chairing or leading decision-making bodies composed of diverse stakeholders from government, civil society, or the private sector;
- Proven skills in organizing and facilitating discussions, building consensus, and mediating disputes among diverse stakeholders;
- Performing high-level outreach to key stakeholders, including the donor and implementer governments, civil society organisations, the private sector and partners;
- Strategic planning, implementation, and problem-solving experience;
- Familiarity with performance reports and financial statements and their strategic analysis;
- Knowledge of the conduct of risk assessments and development of mitigation strategies; and
- Expertise in some or all of the following areas: advocacy, promotion of human rights and gender equality, education, international finance and development, diplomacy, negotiations and fundraising.

Competencies

The successful candidates will possess the following competencies:

Board Leadership

- Capacity to personally commit to GPE’s mission, core values, including on human rights and gender equality as well as accepting differences;
- Ability to facilitate constructive discussion and debate on key issues, and to work with Board constituencies to reach agreement on solutions; and
- Ability to leverage all Board members’ skills and knowledge to maximize Board performance and drive impact.

Communication and influencing

- Ability to build and sustain partnerships with key stakeholders;
- Willingness to be challenged and reconsider positions when faced with new information or alternative theories;

- Ability to develop effective and constructive relationships with the Board, Committee Leadership and members, the CEO and senior management in the GPE Secretariat, as well as key external stakeholders and counterparts; and

Strategic Orientation

- Strong visionary and analytical skills;
- Ability to guide the Board's development and alignment around its long-term strategic goals;
- Ability to guide changes to Board culture necessary to support its long-term strategic vision; and
- An ability to evaluate various opportunities and challenges facing complex international organisations.

Intercultural Skills

- A strong international perspective, with the ability to understand different regional, social and cultural contexts;
- Deep understanding of development and education landscapes, and ability to operate effectively in a wide range of donor and implementer country settings;
- Respect for human rights.

Integrity and Independence

- Ability to formulate a balanced and impartial view independently of organizational positions;
- Ability to clearly express and defend opinions while remaining objective; and
- A commitment to speaking openly and respectfully.

Selection and Evaluation of the Chair

The Chair is selected by the Board through an open competitive process. Ordinarily, the Board will appoint the Chair for an initial three-year term and would maintain the option of extending for a second three-year term following a performance review process. In exceptional circumstances, the Board may extend for a third term of up to three years if it so determines that doing so is in the best interests of GPE.

The Chair is accountable to the Board and may be subject to a performance review by the Board from time to time.

Selection and Evaluation of the Vice Chair

The Vice Chair is selected by the Board through an open competitive process. The Vice Chair is selected for a two-year period or such other term that the Board may determine and may be reselected for a single term.

Time Commitment

The GPE Board Chair and Vice Chair preside over twice annual Board meetings, traveling to Washington, DC, a donor capital city, or a developing country member capital city for the meetings.

From time to time special meetings of the Board are called. The Chair and Vice Chair are also required to chair coordinating meetings between Board Meetings and occasional special working groups.

Committees meet more frequently, normally between the main meetings of the Board. The Vice-Chair may be asked to chair one of these meetings, at the demand of the Chair.

In addition, the GPE Board Chair participates in high level events and meetings on behalf of GPE delivering remarks, making speeches, in addition to writing op-eds, blog posts, and maintaining a social media presence with the support of the GPE Secretariat.

It is estimated that the Board Chair will dedicate an average of 25% of an individual's working time to GPE matters, while the Vice Chair should estimate between 15-20%.

Additional Details

Both the Chair and the Vice Chair are unremunerated positions.

The GPE Secretariat provides staff support for the Board Chair and Vice Chair and covers all expenses associated with GPE Board meetings and external engagements.

Contact

Alisha Hathaway
Russell Reynolds Associates
1700 New York Avenue, NW
Suite 400
Washington, DC 20006-5208
responses@russellreynolds.com
(Reference 2009-218NA)

Simon Kingston
Russell Reynolds Associates
Almack House, 28 King Street
London
SW1Y 6QW
responses@russellreynolds.com
(Reference 2009-218NA)