BENJAMIN WILLIAM MKAPA FOUNDATION

Mkapa Foundation

LEADERSHIP OPPORTUNITY: CHIEF EXECUTIVE OFFICER - BENJAMIN WILLIAM MKAPA FOUNDATION (BMF)

Institutional Context

The Benjamin William Mkapa Foundation (BMF) is a premier Tanzanian health systems strengthening organization and an increasingly influential regional platform dedicated to advancing equitable access to quality healthcare. Established in 2006, BMF has built nearly two decades of trusted partnership with the Government of the United Republic of Tanzania and the Revolutionary Government of Zanzibar, supporting the training, deployment, and management of thousands of health workers while mobilizing substantial development financing to strengthen health systems and improve health outcomes.

BMF's mission is to complement and support government efforts to deliver equitable, people-centered health services. Guided by its vision, *Healthy Lives and Well-being for All in Tanzania and the Rest of Africa*, the Foundation's Fourth Strategic Business Plan (2024-2030) is anchored on four strategic goals: (i) strengthening health systems to accelerate progress towards Universal Health Coverage and the Sustainable Development Goals; (ii) advancing innovative and evidence-based solutions; (iii) enhancing institutional effectiveness and performance; and (iv) ensuring long-term organizational sustainability. Through this work, BMF contributes to SDG 3 (Good Health and Well-being) and SDG 17 (Partnerships for the Goals).

Aligned with its Vision 2030, Tanzania Dira 2050, and Africa Agenda 2063, BMF is evolving into a self-sustaining, digitally enabled, knowledge-driven institution, expanding its mixed role of programme implementation, advisory, technical assistance, policy influence, and Pan-African leadership in Human Resources for Health (HRH) and health systems strengthening across the continent.

The Board of Trustees seeks an exceptional, transformative Growth Builder and Systems Architect to serve as the next Chief Executive Officer (CEO), based in Dar es Salaam, United Republic of Tanzania (with regular national, regional, and international travel) on a 5-year fixed-term renewable contract. Inheriting a robust base, the incoming CEO will act as an "institution scaler," expanding BMF's footprint beyond Tanzania while preserving the profound ethical legacy and reputation of the founder and late Settlor, H.E. Benjamin William Mkapa, Former President of the United Republic of Tanzania.

Key Responsibilities

The Chief Executive Officer reports directly to the Board of Trustees via the Board Chairperson and carries ultimate accountability for the strategic, operational, financial, programmatic, and reputational sustainability of the Foundation, overseeing an annual budget portfolio of approximately USD 15 million and supervising the Executive Management team and affiliated entities, including Imara Horizon Company, where applicable.

1. **High-level Engagement, Policy & Regional Presence**

Top-Tier State Actors Engagement: Access, navigate, and influence the top three tiers of national health governance (Ministers, Permanent Secretaries, and Directors) in both Tanzania Mainland and Zanzibar to cement institutional trust and alignment.

Pan-African Convening: Position BMF as a leading African platform for health systems strengthening and workforce development, systematically interfacing with regional blocs (EAC, SADC, AU), expanding strategic partnerships with regional institutions, and sharing BMF's health workforce expertise across the continent

Legacy Stewardship & Credibility: Act as the high-profile guardian of the late Settlor's reputation, ethos, and public trust, cultivating dual-credibility frameworks that command equal respect from state structures and global and continental philanthropies.

2. **Financial Architecture, Audit Oversight & Commercial Growth**

- **Strategic Resource Mobilization:** Secure and diversify sustainable funding by balancing unrestricted and restricted income streams through bilateral and multilateral partnerships, global philanthropy, corporate investments, and other strategic financing opportunities.
- **Sustainability & Financing Architecture:** Design long-term sustainability models for programmes and institutions, including pooled funding mechanisms, Donor-Advised Funds (DAFs), blended financing arrangements, and government partnership frameworks. Embed clear sustainability, institutionalization, and absorption pathways at programme inception to ensure enduring impact beyond external funding.
- **Asset Stewardship & Enterprise Growth:** Maximize value creation from BMF's strategic assets, including the Core Endowment Fund and Imara Horizon Company (IHC), while developing mission-aligned revenue streams through technical advisory services, workforce development solutions, the Mkapa Academy, and other social enterprise initiatives.
- **Financial, Audit & Procurement Oversight:** Exercise overall accountability for financial stewardship, budgeting, expenditure, procurement, internal controls, risk management, and the successful completion of internal, external, donor, and programme audits to safeguard the Foundation's assets, reputation, and fiduciary integrity.

3. **Digital Transformation, Technical Mastery & Programme Leadership**

- **Data & AI as Strategic Assets:** Position data and artificial intelligence as drivers of innovation, impact, and growth through scalable workforce intelligence solutions for governments and development partners across Africa.
- **360-Degree Digitalization:** Champion the full 360-degree digitalization of BMF’s internal systems (financial management, human resources, monitoring & evaluation) and knowledge-management layers under stringent digital data privacy and compliance ethics frameworks.
- **Health Policy & Programme Leadership:** Drive national health policy as an empirical data-generation institution; lead programme design, annual workplans, sub-grantee compliance, and Monitoring, Evaluation, and Learning (MEL) aligned with national baselines, regional agendas, and disease control priorities.

4. **Corporate Governance, Enterprise Risk & Talent Culture**

- **Governance & Risk Frameworks:** Support the Board of Trustees in fulfilling fiduciary duties, updating corporate bylaws and financial regulations, and quantifying risk appetites for new socio-enterprise joint ventures and innovative financing models.
- **Institutionalizing Knowledge:** Preserve institutional memory through rigorous knowledge management systems and formal partnership protocols.
- **High-Performance Culture & Succession:** Build and lead a high-performing team through coaching, mentoring, and talent development, fostering a culture of psychological safety, excellence, accountability, and continuous learning. Guide the Foundation's evolution toward a higher-value mix of implementation, advisory, and technical assistance services while developing strong succession pipelines to sustain institutional performance and leadership continuity.

Ideal Candidate Profile

- **Education & Affiliations:** Master's degree in Public Health, Health Economics, Public Policy, Business Administration (MBA), or equivalent. Active membership or fellowship in recognized global leadership networks is highly desirable.
- **Executive Seniority:** Minimum of 15 years of progressive executive experience within global health, international development, or the corporate sector, with at least 5 years operating at CEO, Managing Director, or Senior Country Director level.
- **Transformational Leadership & Institutional Growth:** Proven success leading large-scale organizational transformation, strategic repositioning, growth, or business model evolution within complex organizations, delivering measurable improvements in impact, performance, sustainability, and organizational effectiveness.
- **Financial Sustainability & Resource Stewardship:** Demonstrated success securing, diversifying, and managing portfolios of USD 15 million+ annually through donor funding, philanthropy, strategic partnerships, and unrestricted revenue streams, while strengthening long-term institutional sustainability and financial resilience.

- **Strategic Influence, Governance & Stewardship:** High emotional intelligence, political acumen, and integrity, with the ability to influence boards, governments, investors, development partners, and communities while providing effective stewardship of strategic partnerships, affiliated entities, and mission-aligned assets.

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- **Regional & Domain Mastery:** Extensively documented experience managing multi-country, cross-border, or regional healthcare portfolios across East Africa, SADC, or the wider African continent, with recognized credibility in Health Systems Strengthening (HSS) and Human Resources for Health (HRH).
- **Language Proficiency:** Full professional fluency in written and spoken English and Kiswahili; working knowledge of French or Portuguese is an added advantage for Pan-African expansion.

Remuneration & Application Process

BMF offers a highly competitive executive remuneration package (5-year fixed-term renewable contract) commensurate with the scale, gravity, and regional expectations of this leadership transition. To view the Full Job Description, visit https://mkapafoundation.or.tz/index.php/opportunities/ Submit your comprehensive CV, a cover letter demonstrating alignment with BMF's strategic direction, and three professional references to impact@impactacademy.co.tz (Subject Line: Application: CEO - Benjamin William Mkapa Foundation) by **December 21st, 2026.** BMF is an Equal Opportunity Employer. Only shortlisted candidates will be contacted.