



Lifebox

Appointment of Chief Executive Officer

Appointment Details Brochure
Strictly Private & Confidential

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Introduction

Dear Candidate,

Surgical care is a cornerstone of modern medicine. It supports the diagnosis, treatment, palliation, and alleviation of numerous diseases and conditions, and is important for managing over a third of all disease burden globally. It is a marvel of human, scientific, and medical achievement, with novel approaches and new techniques transforming how care is delivered and how interventions are performed. Yet it has also been described as the neglected stepchild of global health, as health systems built to manage diseases of infection and contagion have been slow to strengthen systems to manage and treat conditions like aging, degeneration, and industrialization. And even when they have, underlying structures and processes that ensure safe care are poorly supported.

Lifebox was founded following the World Health Organization's effort to improve surgical safety globally, an effort that recognized the vast disparity in interventional care while also acknowledging the poor track record of safety and quality of surgery, even in the most resource-rich settings.

Since our founding in 2011, Lifebox has procured and distributed essential tools to ensure safe anesthetic and surgical delivery, provided training that embeds safety into the care routine, and partnered with clinicians, facilities, ministries, professional societies, and care teams to scale safety practices across countries and health systems. This work has safeguarded 250 million lives to date.

Our work strengthens surgical systems and ensures that, at one of the most vulnerable and frightening times of a patient's life, clinical teams deliver safe and effective care aligned with best practices.

Our goal of saving lives through safer surgery is now poised for rapid expansion. Our programs have demonstrated success across multiple countries and health systems and are positioned for transformative impact.

Lifebox is looking for a leader who can bring teams together, scale impactful programs, and broaden partnerships – someone who can build and expand our vision of saving lives through safer surgery. We look forward to meeting you, wherever in the world you may be.

Sincerely,

The image shows two handwritten signatures in black ink. The signature on the left is 'CW' with a stylized flourish. The signature on the right is 'Salome' with a large, circular flourish around it.

Tom Weiser and Salome Maswime
Chair and Vice-Chair, Global Governance Council

About Lifebox

Lifebox is a global nonprofit tackling the crisis of unsafe surgery.

Through tools, training, and partnerships, we make surgery and anesthesia safer worldwide.

Lifebox was founded by the same individuals that created the World Health Organization Surgical Safety Checklist – including Dr. Atul Gawande. Since 2011, Lifebox has worked in 116 countries, trained more than 14,400 healthcare providers, and made surgery safer for 250 million patients. This work spans improving anesthesia safety, including ensuring the availability of capnography and pulse oximetry; reducing surgical infection through our Clean Cut program; and strengthening surgical quality and safety through training programs focusing on multidisciplinary teamwork, checklist implementation, perioperative nursing leadership, women and children’s surgical safety, and quality improvement. All Lifebox programs are evidence-based and seek to measure impact and, where possible, generate operational and clinical research to share best practices.

We are a registered nonprofit in Ethiopia, the United Kingdom, and the United States. Lifebox Australia & New Zealand (ANZ) is a consortium of partners raising funds and supporting program implementation.

Lifebox is committed to addressing inequities both within our organization and in the global surgery community. We set ambitious goals for investing in staff, leadership, and innovation in the countries and regions where we work and have reduced our footprint in high-income countries.

Our Approach and Impact

Working across three pillars of safer surgery, Lifebox makes surgery and anesthesia safer for every patient, every time through tools, training, and partnerships.



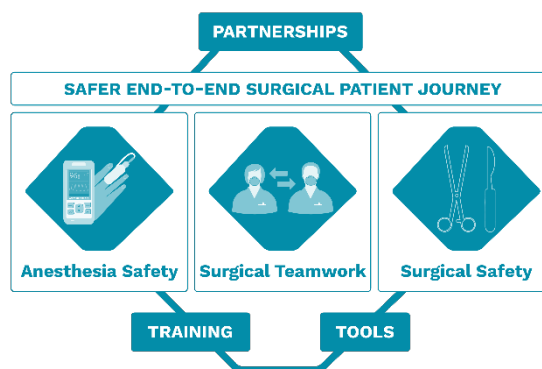
248 million
surgeries made
safer



23,000 Cesarean
deliveries made
safer



14,400 healthcare
providers trained



37,000+ pulse
oximeters
distributed



500+ Smile Train-
Lifebox
capnographs
distributed



900+ surgical
headlights
distributed

Lifebox's 2025-2030 Strategic Plan

Safer Surgery and Anesthesia, Every Time, Everywhere

Lifebox's 2025-2030 Strategic Plan scales proven surgical safety programs, strengthens local leadership and teamwork, drives innovation, and embeds sustainable, system-wide impact.

The 2025-2030 Lifebox Strategic Plan – ***Safer Surgery and Anesthesia, Every Time, Everywhere*** – follows the patient journey through the entire surgical process, seeking to improve safety and quality of care every step of the way. By strengthening critical aspects of surgical systems, we aim to **improve surgical and anesthesia safety for over 4 million patients across 200 facilities in 20 countries by 2030**, with a special focus on women and children driven largely by our recent Action for Women's Health grant.

We will strengthen surgical systems across the entire patient journey by building leadership, teamwork, and quality improvement capacity among healthcare professionals. By scaling proven programs in anesthesia safety, infection prevention, and perioperative teamwork, Lifebox will drive measurable, system-wide improvements in surgical care.

See the full strategic plan [on our website](#).

Our Goal

Strengthen surgical systems and improve outcomes for 4 million surgical patients through evidence-based patient safety and quality interventions across 200 facilities in 20 countries by 2030.

4 million Surgical Patients Impacted

200 Healthcare Facilities

20 Countries

The Opportunity

This is a rare opportunity to lead a high-impact global health organization at an inflection point, with excellent technical credibility, a clear strategy, strong financials, and substantial headroom for growth in scale, influence, and funding.

Lifebox operates with a lean organizational footprint, but its impact has been outsized: we have delivered sustainable system-level improvements in surgical safety and outcomes across multiple countries and health systems. The organization is recognized for its ability to achieve meaningful, scalable impact with efficiency and focus.

The next phase of Lifebox's evolution will require transformational growth. The Board is seeking a Chief Executive Officer (CEO) who can build on Lifebox's strong technical and clinical foundation to significantly expand organizational reach, influence, partnerships, and measurable patient impact over time. This will require exceptional strategic and operational leadership, disciplined execution, sophisticated partnership and fundraising capability, and the ability to expand and support a high-performing global organization capable of delivering at substantially greater scale.

Position Description

The CEO provides the visionary, strategic, and operational leadership essential to position Lifebox as a leading global organization focused on surgical systems strengthening and patient safety in resource-limited settings. The CEO represents the organization to our global partners and reports to the Global Governance Council comprised of the Boards of Trustees of the US and UK charitable entities.

The successful candidate will combine deep mission commitment with an ability to scale organizations and programs, build high-performing teams and systems, attract major philanthropic and institutional funding, and deliver measurable impact.

Key Responsibilities

Strategic Leadership and Scale

- Lead delivery of Lifebox's strategic direction, translating ambition into execution
- Maintain and expand Lifebox's position as a leader in surgical systems strengthening and patient safety
- Identify and pursue opportunities to expand impact through partnerships, innovation, and scalable models
- Ensure alignment between strategy, resources, and measurable outcomes
- Build the organizational capabilities, systems, talent, and operating discipline required to significantly scale Lifebox's impact over time
- Foster a culture of execution, accountability, agility, and measurable results across the organization
- Ensure Lifebox remains nimble, mission-focused, and capable of delivering impact at substantially greater scale

Resource Mobilization and Growth

- Lead major fundraising efforts and serve as a compelling ambassador to major donors, institutional funders, and strategic partners globally
- Leverage existing relationships and cultivate new relationships with high-net-worth individuals, major philanthropies, and strategic partners
- Build and sustain long-term stewardship relationships with institutional funders, philanthropies, and strategic donors
- Build a world-class development capability that supports sustained long-term growth and diversification of funding sources

- Work closely with the CFAO and Leadership Team to ensure strong financial stewardship, sustainable resource allocation, and organizational resilience in a complex global funding environment

Global Influence and External Leadership

- Serve as Lifebox's principal global representative
- Build and maintain strategic relationships with:
 - Ministries of Health and national systems
 - Local, regional, national, and international professional societies
 - Multilateral and global health institutions
 - Donors, foundations, and implementing partners
- Represent Lifebox in global forums and contribute to shaping the global surgery and patient safety agenda
- Elevate Lifebox's visibility and credibility alongside leading global health organizations, strengthening engagement with bilateral and multilateral partners and positioning Lifebox as a trusted technical and delivery partner within the global surgical ecosystem
- Engage credibly across clinical, policy, donor, and operational environments

Organizational Leadership and Delivery

- Develop a globally distributed and scalable organizational structure, processes, and decision-making systems that enable growth while maintaining quality and accountability
- Build a high-performance culture characterized by urgency, continuous improvement, cross-functional collaboration, and consistent delivery of tangible outcomes
- Ensure the organization remains adaptable and effective while operating in complex and resource-constrained environments
- Ensure delivery of high-quality, evidence-based programs at scale
- Strengthen operational systems, governance, and compliance across jurisdictions
- Maintain organizational efficiency and discipline, with a strong program-to-overhead ratio
- Ensure robust enterprise risk management across global operations
- Build organizational resilience, leadership continuity, and cross-functional capacity to sustain performance during growth and transition

Governance and Board Partnership

- Work closely with the Global Governance Council to ensure:
 - Strong governance and accountability
 - Clear strategic alignment
 - Transparent performance reporting
- Ensure effective implementation and accountability against agreed strategic priorities and organizational goals
- Build a high-trust, high-impact relationship with the Board
- Support Board engagement in strategy, advocacy, and fundraising

People, Culture, and Leadership

- Build and sustain a diverse, inclusive, and high-performing global team
- Invest in clinical and regional leadership, particularly in priority geographies
- Promote locally led approaches and strengthen ownership within health systems
- Foster a culture of accountability, collaboration, and continuous improvement

Evidence, Learning, and Innovation

- Ensure Lifebox remains grounded in evidence-based practice and measurable impact
- Strengthen monitoring, evaluation, and learning systems
- Champion innovation in program design and delivery models
- Share insights and evidence to influence global best practice

Indicative Priorities and Success Measures

First 12 Months

- Establish strong relationships with Board, staff, and key partners
- Maintain organizational stability and funding continuity
- Strengthen leadership team effectiveness and organizational alignment
- Advance key strategic and funding opportunities
- Support disciplined implementation of organizational priorities and growth objectives

Longer-Term Success

- Strengthen Lifebox's reputation as a globally recognized leader in surgical safety and systems strengthening
- Expand Lifebox's scale, partnerships, funding base, and organizational capability
- Demonstrate measurable improvements in surgical systems and patient outcomes
- Build an organizational platform capable of sustained long-term growth and impact

Person Specification

Lifebox offers a distinctive leadership opportunity: the chance to lead a focused, high-impact organization with global reach, and to scale proven solutions that improve surgical outcomes for millions. The next CEO will build on strong foundations to position Lifebox as one of the most effective and respected organizations working to strengthen surgical systems worldwide.

Experience

- Significant proven strategic leadership experience at a senior management team level
- Experience operating in or alongside organizations of comparable ambition, complexity, and international reach
- Demonstrated success scaling organizations, programs, or platforms substantially
- Strong track record securing major philanthropic and institutional funding, with the credibility and network to engage high-net-worth donors and strategic funding partners
- Experience leading complex, multi-country organizations or programs, preferably including within low- and middle-income country contexts
- Experience engaging with Boards or governing bodies
- Experience leading remote, globally distributed, and culturally diverse teams
- A background in global health, healthcare delivery, international development, or related sectors with demonstrated leadership experience in public health or global health organizations is highly desirable

Capabilities

- Strategic leader with strong execution discipline
- Globally credible communicator and representative
- Skilled in influencing across systems and stakeholders
- Strong stakeholder engagement and relationship-building capability
- Strong financial and operational acumen
- Ability to lead through complexity, growth, and change
- Excellent judgement and decision-making

Personal Attributes

- Deep commitment to global health equity and Lifebox's mission
- High integrity and accountability
- Collaborative, inclusive, and culturally aware
- Resilient, adaptable, and pragmatic
- Comfortable balancing ambition with operational reality

How to Apply

To apply, please submit a CV and cover letter detailing how you fulfil the role description and personal specification to [Perrett Laver's Vacancies page](#) quoting reference 8511. The deadline for applications is Sunday, July 26, 2026, at 9:00am ET.

The role has a flexible location, and global locations will be considered on a case-by-case basis, with a preference for North America, Europe and Africa. Flexibility and international travel will be required.

The expected salary range is \$180,000-\$220,000 USD.

Lifebox is an equal opportunity employer and values diversity.

The selection committee will together review all candidates' applications and agree on a longlist for the role. Longlisted candidates will be invited to discuss the position with Perrett Laver in greater detail. The selection committee will subsequently meet to decide upon a final shortlist to be invited to the formal interview stage.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerized database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please see our [Privacy Policy](#).