



Recruitment of the Next CMB Foundation President

The CMB Foundation (CMB) is an American operating foundation that advances health in China and Southeast Asia through direct programming, grantmaking, and bridge-building activities between the US and Asia. Equity and excellence in health are CMB's overarching goals. For more than a century, the CMB Foundation has helped build enduring, rich relationships between the United States and Asia, shape discourse on critical health challenges, promote successful partnerships, and strengthen capabilities in health and medicine. Originating in 1914 as an offshoot of the Rockefeller Foundation, CMB's founding mission was to advance modern medicine and medical education in China, through the establishment of the now preeminent Peking Union Medical College (PUMC) and PUMC Hospital (PUMCH). As it has evolved, the CMB Foundation has extended its philanthropy to other leading medical centers, schools of public health, and nursing schools in China and Southeast Asia as well as broader initiatives. In 2016, it launched the Equity Initiative to build an Asia-wide network of emerging talent dedicated to strengthening health equity especially in underserved communities.

The CMB Foundation is recruiting its next President to begin work in 2027. The CMB Foundation seeks candidates who are proven leaders, experienced managers, deeply knowledgeable of Asia, with an advanced understanding of the intersection of healthcare, public health, regulatory, and biomedical research issues with the complex and uncertain geopolitics and economics in the region. Candidates are welcome to apply from across academic, industry, government, international organization, civil society, and philanthropic sectors. We will give great weight to enlisting someone who can strengthen and promote a unifying vision for the foundation; who possesses exceptional operational and managerial acumen in the quest for greater coherence, integration and impact of programs and grantmaking; who possesses strong diplomatic, risk management and communications skills; and who is entrepreneurial in launching innovative, new partnerships. Candidates should be prepared to commit to an initial five-year tenure, be able to operate effectively in the United States, and be equipped to navigate proactively Asia's rich diversity of opportunities and challenges.

The President reports to a Board of Trustees. Directly reporting to the President are central US based officers and regional directors of the China Office in Beijing and the Southeast Asia Office in Bangkok.

CMB Foundation Mission

The CMB Foundation fosters collaboration among like-minded institutions and individuals in the United States, China, and Southeast Asia to advance health, guided by the following premises:

- Collaboration and leadership development in health advance both U.S. interests and the interests of its Asian partners.
- Important and enduring concrete impacts result from investing in learning, convening, and co-creating pragmatic solutions.

- Success rests on mutual benefit and the joint, sustained commitment of partners.
- Long-term and impactful success builds on universal, humanistic values: *service* that puts people first; *equity* in health and well-being for all, with every life of equal value; and *ethics* grounded in integrity, fairness, and respect.

The CMB Foundation’s current grantmaking and direct operations are organized around six priorities:

- **Fora and Symposia.** Convene leaders on timely, priority health topics of mutual interest.
- **Leadership Training.** Invest in next-generation human capital through long-term Asia-wide programs such as the Equity Initiative.
- **Bilateral and Multilateral Problem-Solving.** Invest in sustained dialogues on important, long-term, shared health challenges such as mental health and aging.
- **Transnational challenges.** Invest in collaboration on issues such as climate change, pandemic preparedness, and the health needs of migrant populations.
- **Institutional Capacity.** Invest in strengthening health systems, especially in lower-income countries of Southeast Asia, focused on data science, health professional education, and health workforce development.
- **Partnership with Peking Union Medical College (PUMC) and PUMC Hospital (PUMCH).** A priority is to sustain the CMB Foundation’s historic relationship with these preeminent Chinese health institutions, which remain core partners and host the foundation’s Beijing office.

Key Responsibilities of the President

- **Vision and Strategy: work closely with the Board of Trustees on developing an institutional vision and** be the intellectual lead in refining and promulgating the vision and implementing strategy for a unified CMB Foundation.
- **Operations Management:** oversee and strengthen the coherence, fiscal health, integration, and impact of programs and grantmaking; ensure core values, culture and practices are consistent across the organization; cultivate an esprit of collegiality, creativity, and innovation.
- **Diplomacy, Risk Management, Communications:** represent the CMB Foundation effectively across China, Southeast Asia, and the United States; proactively anticipate and manage potential geopolitical threats; improve media initiatives and strengthen the CMB Foundation voice conveying the organization’s value and impact to diverse key audiences.
- **Partnerships:** strengthen existing partnerships and networks, while launching new innovative partnerships that extend the CMB Foundation’s voice, impact, and reach.
- **Stewardship:** honor and enhance the 110+-year legacy of CMB. Maintain the financial health of CMB to ensure continuing viability into the next century.

Desired Qualifications

Key Capabilities

1. Demonstrated experience leading complex organizations, including financial and operational oversight, team development, and disciplined execution of strategy and the ability to create a positive, cohesive, and inclusive work culture grounded in mutual respect, shared purpose, confidence as well as human capital development and health professional education.
2. An understanding and willingness to energetically navigate the complex and evolving nature of the regulatory and compliance environments in the United States, China, Thailand, and other countries in which the foundation is engaged, as well as other Asia-based partners.
3. Excellent communication skills, including the practice of careful listening that ensures others feel heard and respected and the ability to navigate difficult conversations with clarity, diplomacy, and respect across diverse audiences.
4. Ability to take initiative, translate vision into actionable plans, and achieve measurable goals that advance CMB's strategic plan.
5. Experience building alliances and networks that benefit CMB and its initiatives and partnerships.
6. An eagerness to explore partnership and fundraising opportunities that expand CMB's scope and impact.
7. Readiness and willingness to travel frequently to China and Southeast Asia.
8. Ability and willingness to serve for a minimum of five years.
9. Ability and commitment to work closely with the CMB Board.

Leadership Attributes

1. Seasoned leader with a demonstrated record of transformational leadership, especially during periods of geopolitical uncertainty and duress
2. Recognized stature and deep expertise in a field related to pharmaceuticals, health diplomacy, or global health; advanced degree preferred in medicine, public health, or a related field.
3. Pragmatic approaches, exceptional diplomatic skills, and creative and strategic thinking that serve to advance organizational goals.
4. A leadership style that reflects warmth, compassion, humility, humanism, global perspective, respect for equity and high personal integrity and that serves as a strong and positive role model for others.
5. Experience with, affinity for, and commitment to developing relationships in China and Southeast Asia, and the demonstrated cultural, political, and diplomatic agility to navigate U.S.–Asia relations.
6. Familiarity with philanthropy, grantmaking and CMB's history and Rockefeller legacy.

Interested applicants should send a resume/cv and letter of interest to executivesearch@cmbfound.org.

Inquiries may be directed to Erika Elvander at eelvander@cmbfound.org.