

PEOPLE . PASSION . PERSISTENCE

MILLAR CAMERON

A person in a white lab coat is holding a glowing, wireframe globe. The globe is surrounded by several circular icons: a medical bag with a cross, a stethoscope, a heart, and a syringe. The background is a blurred image of a person in a lab coat.

# EXECUTIVE AND PROFESSIONAL SEARCH SOLUTIONS FOR *GLOBAL HEALTH*

*Our experienced team works in partnership with clients dedicated to global health in Africa. We enable you to identify the professionals whose expertise makes the difference.*

# AN INTRODUCTION TO MILLAR CAMERON

We support the talent acquisition and retention efforts of clients operating across a range of sectors, including:

- *International Development*
- *Agribusiness*
- *Industrial*
- *Consumer*
- *Financial and Professional Services*
- *Private Equity*
- *Technology & Telecommunications*
- *Power & Infrastructure*
- *Mining and Natural Resources*

Millar Cameron is an executive and professional search consultancy specialising in sourcing key talent for companies and organisations around the world.

Since Millar Cameron's inception in 2007, we have been sourcing high calibre leaders and executives for a wide range of businesses and institutions across Africa. Our passion lies in attracting, developing and retaining top talent in Africa's emerging markets, where incisive leadership is crucial. Our palpable commitment to Africa has led to recognition as one of the leading providers of executive and professional search solutions within the continent.

# INTERNATIONAL DEVELOPMENT AND GLOBAL HEALTH

At Millar Cameron, we are passionate about international development and the vital role work in this area plays in improving the quality of countless spheres of life. In Africa, where the population is expected to double by 2050, the need for international development remains ever important.

For over 12 years, Millar Cameron has built rewarding partnerships with clients working across many aspects of international development. Our consultants have developed a nuanced understanding of the market contexts in African countries and the impact they have on recruitment effectiveness and are dedicated to supporting you to tackle and reduce these challenges.

Focusing on global health is crucial, as it underpins every aspect of our lives. By addressing health challenges on a global scale, we not only improve the well-being of populations but also foster social and economic development, ensuring a more equitable and sustainable future for generations to come.

In the vibrant landscape of global health in the Global South, we encounter a myriad of challenges that demand innovative solutions. From inadequate healthcare infrastructure to disparities in access to essential services. At the heart of these challenges lies the critical need for adept leadership. At Millar Cameron our deep expertise and nuanced understanding of the region means we are adept at navigating these complexities to identify, attract, and place exceptional leaders who are poised to drive transformative change in the global health arena.

We also support international development clients in the following practice areas:

– *Food security*

– *Conservation*

– *Development finance*

– *Education*

– *Peace building*

– *Emergency relief*

– *Water, sanitation and hygiene*

– *Carbon and climate*



# A HISTORY OF *CONTINUED SUCCESS*

*Our global health track record includes:*

## *Cote d'Ivoire*

**COO** - A non profit organisation focused on providing care through community health workers and rapid-access clinics across the global south

## *Ghana*

**CTO** - A global non profit organisation dedicated to improving healthcare in remote communities

## *Kenya*

**Director of Clinic Transformation, Director of Commercial Operations** - An organisation enabling primary care clinics to deliver better healthcare

**Executive Director** - A non profit organisation providing distribution and support services for high quality medical innovations for newborn care units across sub-Saharan Africa

## *Liberia*

**Director of Monitoring, Evaluation and Learning** - A non profit organisation dedicated to educating health professionals and strengthening access to high quality care across Africa

## *Mali*

**Regional Finance Director** - A non profit organisation focused on providing care through community health workers and rapid-access clinics across the global south

## *United States of America*

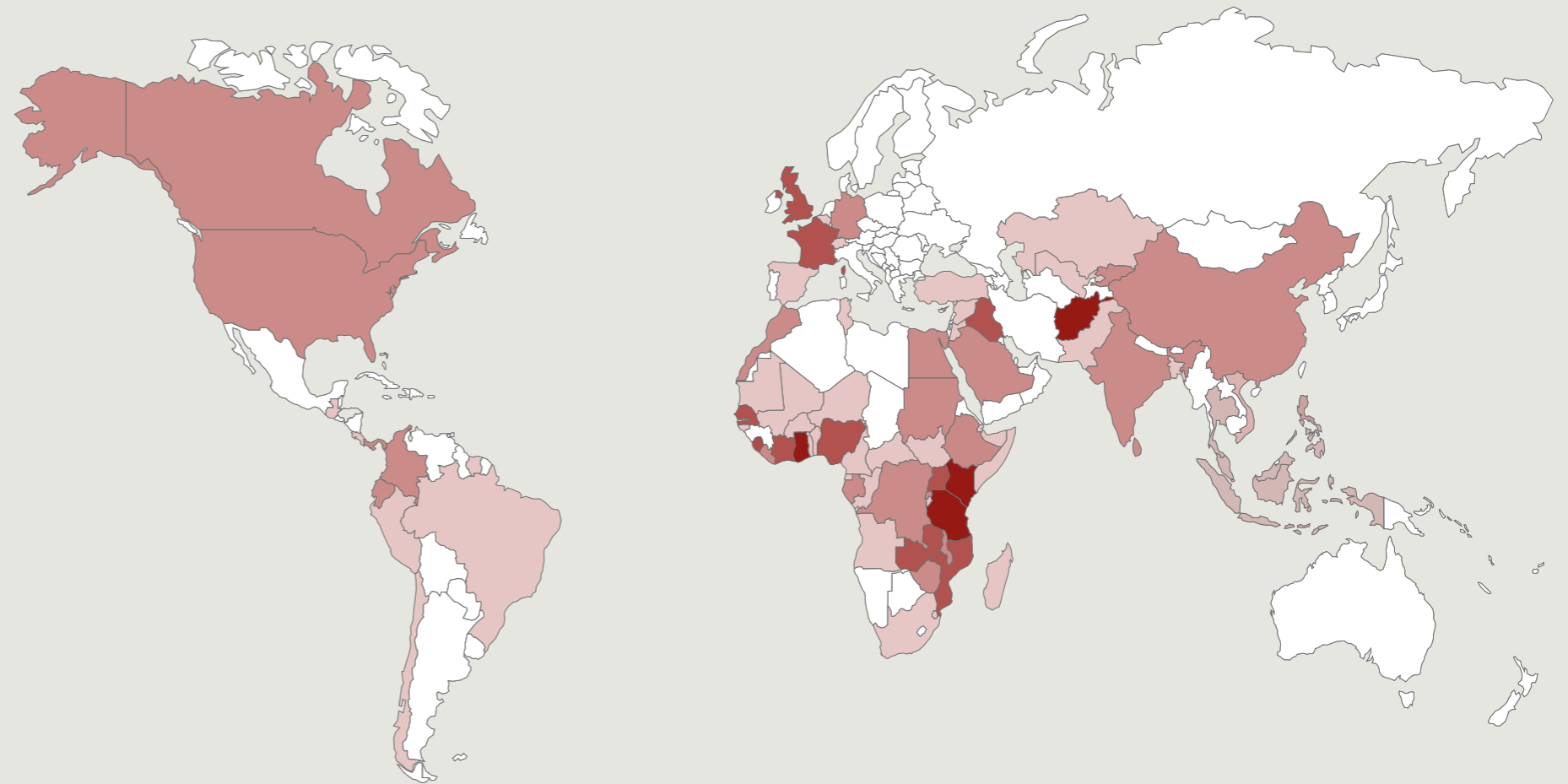
**COO** - A non profit organisation dedicated to educating health professionals and strengthening access to high quality care across Africa

## *United Kingdom*

**Health Markets Access Director (Health Investment Director), Chair - Investment Committee, Non Executive Director** -

A social enterprise improving access to medical innovations across LMICs

*We have successfully concluded searches in 94 countries globally, including placements into 41 African countries, as outlined below:*



# UNDERSTANDING GLOBAL HEALTH

**As an executive search firm with a primary focus on the global south, specialising in global health emerges as a strategic imperative.**

Global health is a field that constantly grapples with multifaceted challenges, from infectious diseases to healthcare infrastructure gaps. These pressing health challenges demand visionary leadership, specialised expertise, and driven individuals, to address effectively.

Infectious diseases remain a formidable threat in sub-Saharan Africa, with the burden of diseases such as HIV/AIDS, malaria, tuberculosis, and neglected tropical diseases disproportionately affecting the region. Achieving the United Nations Sustainable Development Goal (SDG) commitment to end the epidemics of many communicable diseases by 2030 requires a multifaceted approach and concerted global efforts. **There must be increased investment in healthcare infrastructure: this includes strengthening healthcare systems, improving access to essential medicines and vaccines, and bolstering disease surveillance and response capabilities.** Additionally, addressing **socio-economic determinants of health, such as poverty, inequality, and lack of access to education and sanitation, is crucial** for preventing the spread of communicable diseases and achieving sustainable health outcomes. Furthermore, **fostering cross-sectoral collaborations and partnerships among governments, international organisations, civil society, and the private sector is essential**

for mobilising resources, sharing expertise, and implementing effective interventions at scale. Finally, **prioritising innovation and research to develop new tools, technologies, and strategies** for disease prevention, diagnosis, and treatment will be instrumental in accelerating progress towards ending the epidemics of communicable diseases by 2030.

The importance of strengthening health systems to cope with communicable diseases cannot overlook the other important sub sectors of global health. Fragmented healthcare delivery and health systems in many countries also have to cope with the growing burden of non-communicable diseases (NCDs) such as cardiovascular diseases, diabetes, and cancer. In addition access to comprehensive sexual and reproductive health services, including family planning, contraception, maternal healthcare, and prevention and treatment of sexually transmitted infections, is essential for promoting gender equality, reducing maternal and infant mortality, and empowering individuals to lead healthy and fulfilling lives.

Since the 2030 Agenda for Sustainable Development was adopted in 2015 the emergence of COVID-19 has fundamentally reshaped the landscape of global health in the global south. This has brought about unprecedented challenges, catalysing significant shifts in healthcare systems and priorities. The pandemic exposed the vulnerabilities and

weaknesses of healthcare infrastructure in many countries, where limited resources and fragile health systems were put under immense strain. This underscored the need for investments in health systems strengthening, including equitable vaccine distribution, and bolstered healthcare infrastructure to mitigate the impact of future health crises. As the global south continues to navigate the aftermath of the pandemic, the lessons learned from COVID-19 will undoubtedly shape the trajectory of global health efforts, emphasising the urgency of building resilient and adaptive healthcare systems capable of responding to evolving health threats. A key part of this is ensuring the right people are in the right place. **We believe it is necessary to identify and recruit top-tier talent capable of driving innovation, fostering resilience, and steering organisations through turbulent times.** These leaders must possess a nuanced understanding of the complex dynamics at play in the global south, including socio-economic disparities, healthcare infrastructure limitations, and the evolving landscape of public health priorities post-pandemic.

As we drive forward in a post-pandemic world we must focus on strengthening health systems, and ensure that in doing so we are also addressing the socio-economic factors that exacerbate health disparities. **Ensuring equitable access to healthcare is of paramount importance.** We must also ensure we view global health as an intersection with other development areas to

achieve holistic and sustainable progress towards shared goals. Health intersects with various aspects of development, including climate change, education, gender equality, poverty reduction, and economic growth. By addressing health challenges comprehensively and integrating health interventions with initiatives in these other sectors, we can create synergies and maximise impact.

Our team is dedicated to advancing the intersectionality of global health with other development areas through our work. We understand that addressing complex health challenges requires a multidisciplinary approach, and we actively seek out candidates who not only possess expertise in healthcare but also have a keen understanding of the interconnected nature of development issues. **By carefully selecting leaders who are committed to collaboration, innovation, and driving positive change across sectors, we ensure that our placements contribute to holistic and sustainable development outcomes.** Moreover, our team remains steadfast in fostering partnerships and networks that bridge the gap between health and other fields, facilitating knowledge exchange and amplifying impact. **Through our dedication and strategic approach, we strive to build a world where health equity is intertwined with broader development goals, fostering thriving communities and resilient societies globally.**

# HOW WE *CAN HELP*

In the dynamic landscape of global health, where challenges are as diverse as the communities served, finding the right leadership is paramount. Our executive search services specialise in navigating the complexities of the global health sector, particularly in sub-Saharan Africa. We understand the unique challenges organisations face and tailor our approach to address them effectively.

Our clients are considered our partners and a key element of our approach to each recruitment mandate is to take the time to gain a detailed understanding of your specific requirements, in order to develop a bespoke search strategy that is tailored to your talent needs. Having developed an in-depth knowledge of the wide-ranging issues pertaining to equitable access to health, along with an extensive network of senior professionals devoted to tackling them, Millar Cameron is expertly positioned to advise on matters such as diversity and inclusion goals, talent capacity and compensation.

*We have successfully concluded 1,700 leadership mandates, 30% of which have been in Francophone or Lusophone countries*



# FIVE STEPS TO RECRUITMENT SUCCESS



*Our executive search strategy follows a five-step approach that is tailored to your organisation's requirements:*

## *Define*

We discuss all aspects of the role with you, including the capabilities, background, culture and competencies of the desired professional. This allows us to determine the search priorities and parameters, and the criteria against which candidates will be measured.

## *Develop*

We work with you to develop a bespoke outreach strategy that covers specific companies, industries and geographies that you want to target. We employ a combination of search methods, including research, direct headhunting, referrals and our established networks to identify a comprehensive longlist.

## *Engage*

We conduct competency-based interviews that are tailored to the role to thoroughly assess each candidate's fit against your requirements. We ensure that all aspects discussed during the define stage are covered during interviews, before collating the shortlist.

## *Present*

We present you with a pack comprising of a personal profile, interview notes, compensation information, and a detailed curriculum vitae, for each candidate that is shortlisted. We discuss reasons for shortlisting candidates with you and remain involved throughout the selection process, preparing and debriefing candidates after each step.

## *Close*

We conduct detailed reference reports on the selected candidate, and we can also provide background checks and psychometric testing, where necessary. We support you throughout the negotiation process to ensure a successful outcome.

# WE LEAD *FROM THE FRONT*

Our team is passionate about identifying the individuals whose expertise and experience will enable your organisation to increase its impact in the global health space. We have a proven history of placing leaders into global health, with varied and diverse expertise spanning both private sector and public sector backgrounds.

Through the importance we consistently place on finding the right people, our passion for the sector, and the persistence we demonstrate during searches, Millar Cameron is the ideal partner to enable you to achieve your recruitment objectives.



Tracy Dawson, Partner

*“My volunteer work with the Red Cross Children’s Hospital Trust and at crisis response NGOs for survivors of abuse, safe houses and high-school counseling has instilled a deep respect and appreciation for those who make equitable access to healthcare their business. Whether on the Frontlines of Primary Health or in Policy Advocacy, Bioscience or pharmaceutical manufacture, I find work in this sector tremendously rewarding and inspiring.”*



Silvia Tikani, Senior Consultant

*“My passion for the health non-profit sector is rooted in a steadfast belief: every person deserves unfettered access to quality healthcare, irrespective of their socio-economic status or where they reside. This core conviction serves as a driving force, igniting a profound sense of purpose in my work and the immense joy to collaborate with organisations committed to advancing universal healthcare access.”*



Marta Koczorowska, Senior Partner

*“I believe recruitment positively impacts both individuals and the wider society. At Millar Cameron, I co-create a successful and purposeful organisation that ensures we contribute to this. Thanks to the passion, commitment and professionalism of our team, we continue to make a positive difference.”*



# ADDITIONAL SOLUTIONS

*We have represented 136  
nationalities in our shortlists*

## *Board Services*

Since our inception in 2007, we have partnered with many leading organisations in African countries. Our extensive network of board professionals allows us to engage with individuals whose experience is specialist and highly sought after, bringing fresh insights, complementary skills and diverse experience to your top table.

## *Talent Mapping*

We offer a talent mapping service to assist you in identifying the development potential of individuals within your organisation. Where talent gaps are identified, we partner with you to develop a strategy that both attracts and retains talented professionals. We also undertake salary benchmarking activities for key roles in your organisation to ensure a competitive remuneration package for employees.

## *Succession Planning*

Forward planning is vital. We enable you to prepare for the future by identifying the existing senior leaders with the most potential within your organisation, as well as keeping our finger on the pulse of changes in the market that might determine leadership succession.

## *Equality, Diversity and Inclusion*

We are committed to representing and advocating the best talent, irrespective of race, gender, disability, or sexual orientation. We work closely with our clients to formulate non-discriminatory role descriptions and search strategies that utilise multi-faceted channels, in order to attract top talent from the widest possible pool of candidates.



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