

VP of Operations

About D-Rev

D-Rev believes that good health is a human right. The need for quality healthcare spans the economic spectrum. Regardless of where you are from and what you do, health is critical to well-being, productivity, and autonomy. For people to live their best lives, they must be healthy. We exist to design and deliver medical technologies that close the quality healthcare gap for underserved populations. The scaling of our first product, Brilliance, is monumental in global health – it is one of the earliest examples of a nonprofit-developed global health product scaling through the market and impacting the world's poorest patients.

D-Rev operates at the intersection of user-centered design, evidence, and global health priorities. We partner with visionary funders who share our commitment to pragmatic, rigorously tested solutions, to create lasting impact on health disparities. More than 75 percent of revenue comes from private foundations, corporations, individual donors, and the majority of it is unrestricted. This allows us to focus on designing and delivering innovative medical solutions to those who need it most. Approximately 20 percent of our revenue derives from bilateral sources. Royalties and profits from our devices currently make up a small percent of our revenue, less than 5%. By forgoing higher profits, and selling our products with margins built in for manufacturing, distribution and sales partners we have been able to prove a model of scaling our products sustainably to high-need populations through the market. Our philanthropic revenue model has given us an average growth rate of 15%.

In the next five years, we will be expanding our revenue model as part of our strategy to grow significantly in size and capacity allowing us to build on D-Rev's proven successes at a faster rate. Our annual budget in 2018 is \$2.5M and we aim to grow by 45% over the next two years.

About the Position:

We're looking for a multi-talented and well-rounded VP who will work closely with the CEO and is responsible for the efficiency and growth of the business. You'll provide the leadership, management and vision necessary to ensure that we have the strategy and systems in place to effectively grow the organization and to ensure financial strength and operating efficiency.

Candidate Profile:

Finance Expertise & Operations Acumen

The VP of Operations will bring financial expertise to ensure that D-Rev's financial oversight is of the highest caliber, as well as be a strategic, visionary and creative leader with strong quantitative and analytical skills. The VP will proactively bring innovative ideas to D-Rev to streamline operations across geographies and implement new revenue opportunities that fit within the mission. The VP of Operations must have proven experience in budgeting, strategic forecasting and planning, human resource management, and in overseeing financial, nonprofit accounting, compliance and risk management of a complex organization.

Building Relationships and Leading Through Influence

The VP of Operations will have strong executive presence, engender confidence, and lead with authority. He or she will be skilled at quickly establishing rapport and cultivating relationships across all levels of the organization and with Board members. This role requires high emotional intelligence with a collaborative, creative and service-oriented mindset. Highly articulate and a strong communicator, the VP of Operations will easily convey D-Rev's successes and opportunities. The VP of Operations will foster trust and collaboration among team members and possess the ability to manage through change with flexibility and poise. This leader is an individual with integrity, ethics and values; someone who can be trusted with highly confidential and sensitive information.

Ability to Execute for Results

The VP of Operations will have the skills to provide leadership during a period of significant growth. As a strategic partner to the CEO, the VP of Operations will conceptualize and analyze problems and solutions in a proactive, constructive, collaborative manner that will result in improved performance across the organization. A sound problem solver with excellent reasoning skills, this executive has the ability to understand and deal with complexities with ease and creatively overcome obstacles to achieve goals. The VP of Operations will execute for results with a high degree of responsiveness and motivation.

Responsibilities

Finance and Program Operations

- Serve as a strategic thought partner to the Chief Executive Officer, supporting strategic planning, organizational dashboards and reporting, data and evaluation efforts, and external relations.
- Strengthen internal partnerships across all departments to enable strategic resource allocation for efficient impact and growth of financial resources to meet programmatic needs.
- Lead budgeting, including development of multi-year budgets for strategic planning, annual operating budgets, quarterly reforecasts, and project budgets.
- Facilitate financial modeling to evaluate different options for expanding operations.
- Lead the expansion of D-Rev operations in India and other geographies.

HR & Team Building

- Work with CEO on organizational design and change management, to help maintain a high-performing, motivated, and impactful senior leadership team.
- Build and maintain strong collaborative working relationships across several departments.
- Proactively identify and execute on key areas for strategic innovation.
- Executing on organizational initiatives related to all aspects of HR/People.

Strategy

- Collaborate with the CEO to help drive the organization's vision, strategy and cultural development
- Partner with the CEO, Director of Development and Director of Sales to develop revenue strategies that shape and fuel the organization's existing and new initiatives

- Act as a liaison to the Board, presenting key organizational updates and building strong relationships with board members
- Serve as a culture builder and ambassador for the organization

Requirements

- Had at least one experience building, revising or installing new or updated systems with international teams, including developing strategy, budgeting, implementation and operationalization of projects/office.
- Had P&L responsibility for a line of business.
- Has had at least one position where they have effectively recruited and managed teams in multiple functions (operations, finance, customer support, logistics, planning or similar).
- Exceptionally clear and persuasive communication, in writing and in person.
- Flexible and able to multitask; can work within an ambiguous, fast-moving environment, while also driving toward clarity and solutions; demonstrated resourcefulness in setting priorities and guiding investment in people and systems.
- Demonstrated intellectual horsepower combined with high emotional intelligence.
- Experience working internationally in developing markets e.g. India, Africa etc.
- Bachelor's degree and MBA preferred
- Experience in both a traditional tech startup and a non-profit a plus
- Industry experience in medical device product development or product service a plus