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International Pharmaceutical Federation (FIP)

CEO



Profile of CEO with the International Pharmaceutical Federation (FIP), The Hague - the Netherlands

Organization

The International Pharmaceutical Federation (FIP) is the global body representing pharmacy and pharmaceutical sciences. Through 139 national organizations, academic institutional members and individual members, FIP represents over three million pharmacists and pharmaceutical scientists worldwide.

Founded in 1912, FIP is a non-governmental organization with its head office in the Netherlands, in The Hague. Through the partnerships and extensive pharmacy and pharmaceutical sciences network, FIP works to support the development of the pharmacy profession, through practice and emerging scientific innovations, in order to meet the world's health care needs and expectations.

FIP has been in official relations with the World Health Organization since 1948 and is recognized as the Global Leader of pharmacy. The organization continues to expand both its presence and influence through partnerships with some of the world's leading health, policymaking, education and science institutions.

Vision & Future

Unlike the 20th century which has been considered the century of physical sciences, the 21st century will become the century of life sciences, where people will live longer and healthier lives. In less than 100 years, life expectancy has doubled, with greater emphasis on 'quality of life' issues.

Living productive, meaningful and satisfying lives depends on good health in body, mind, and spirit. This fundamental and constant human yearning for good health is the foundation of the vision FIP holds and shares with healthcare professionals, their organizations, and people worldwide.

Vision

Access to quality healthcare is a human right. It should not depend on the contingencies of one's economic, social, cultural, or geographical circumstances. In this vision, of ensuring a persons' good health, one requires mutual knowledgeable, compassionate and collaborative responses of all healthcare professionals.

For pharmaceutical scientists, the Vision means a dedication to discover, develop, test, manufacture, and making available safe and necessary medicines and instruments effective in disease intervention and control. For pharmaceutical professionals, such a vision involves and evokes a wide range of responses and commitments: establishing and meeting high standards of professional practice, identifying and taking on significant responsibilities in pharmacy practice research, initiating and building relationships to ensure sustainable quality healthcare systems based on efficacious and safe uses of medicines worldwide.

For pharmacists, the vision means a dedication to advancing patient-focused, medicine-centred healthcare practices for all.

All of these aspects further emphasize the basic commitment of pharmacists and pharmaceutical scientists to be the world's medication experts, and their professional and ethical responsibility to use their skills and knowledge to better patient care, and in turn patient health.

FIP is able to succeed in this vision through the recognition and respect it gains through the fulfilment of its mission, which is to: 'Improve global health by advancing pharmaceutical education, pharmaceutical sciences and pharmaceutical practice thus encouraging, promoting and enabling better discovery, development, access to and responsible use of appropriate, cost-effective, quality medicines worldwide'.

Future

As the global network of pharmacists, pharmaceutical educators, and pharmaceutical scientists, FIP and its 'Member Organizations' have an inherent obligation to be present - globally, regionally and locally - whenever medicine is being discussed. This obligation requires pharmacists, pharmaceutical educators, and pharmaceutical scientists to look at healthcare worldwide using their know-how and expertise in medicines and medication management to improve healthcare everywhere. FIP's strategic plan ("2020 Vision"), adopted in 2008, is to ensure that the federation is an integral participant in global health care decisions and actions. As such, the vision that The International Pharmaceutical Federation holds is that: "Wherever and whenever decision-makers discuss any aspects of medicines on a global level, FIP is at the table." Currently FIP is embarking on a new strategic planning effort to shape the focus of the organization for the next five years.

Objectives, tactics and core operating principles

Objectives

Traditionally, FIP has been well positioned in its focus on serving pharmaceutical practice and sciences. However, in order to fulfil FIP's renewed Mission and to address the rapidly changing environment, FIP should have an additional strategic focus on education. This leads to FIP's three primary strategic objectives:

- Advance pharmacy practice in all settings. This is to be achieved by enhancing still further its role in healthcare and its benefit to the patient through continuous work and communication with FIP's Member Organizations and guided by the strategies set out in the FIP Board of Pharmaceutical Practice Mission and Strategic Plan;
- Advance the pharmaceutical sciences. This is to be achieved by continuous work and communication with the predominantly scientific Member Organizations and guided by the strategies set out in the FIP Board of Pharmaceutical Sciences Mission and Strategic Plan;
- Increase FIP's role in reforming pharmacy and pharmaceutical sciences education. This entails the joint effort of FIP national and regional educational organizations in developing appropriate framework and quality standards for educational curricula in the development of Science and Practice to meet present and future workforce needs and expectations.

Tactics

FIP's three Strategic Objectives cannot be achieved without well-designed approaches. The following four Tactical Approaches define how FIP should achieve the three Strategic Objectives outlined above:

- Build constructive partnerships;
- Increase the visibility of FIP in the global environment;
- Increase revenues for FIP to accomplish its global mission;
- Improve effective communications.

Core operating principles

FIP aims to undertake its Vision, Mission, three Strategic Objectives and four Tactical Approaches through ethical guidance and careful adherence to the following six core operating principles:

- Professionalism: The staff and officers who serve FIP will conduct the work of the Federation in a way that exemplifies those standards of professionalism demanded within Pharmacy Practice and Pharmaceutical Sciences;
- Cost Effectiveness: FIP will endeavour to ensure that the financial resources raised by FIP will be used in the most efficient and cost effective manner;
- Creativity: The staff and officers of FIP are encouraged to work in a way which encompasses many thought processes, possibilities and alternatives;
- Enthusiasm: Those who serve and promote FIP will do so with enthusiastic and dedicated efforts in order to ensure the successful completion of projects and initiatives.
- Transparency: FIP will function in a way that is open and accessible to both internal and external scrutiny;
- Flexibility: In light of the constant changes in global health, healthcare services and expectations of patients, FIP will work in a manner that is responsive to both current and future demands and challenges.

Structure

FIP is governed by a Council and Bureau (the board of FIP). The Council is FIP's highest organ and all Member Organizations have voting rights (FIP's observer organizations also participate in the Council but cannot vote.) The Council also includes representatives from the FIP sections and the Bureau. The Bureau consists of 14 elected officers (plus the FIP CEO, ex officio). FIP's day-to-day activities are managed by an executive committee and a team of staff at the headquarters in the Netherlands.

FIP activities can be divided into three main areas - pharmaceutical sciences, practice and education - although there is regular collaboration between the areas. One of the objectives is to advance the pharmaceutical sciences and this is primarily done through the work of nine special interest groups (SIGs) led by the Board of Pharmaceutical Sciences.

There are SIGs for:

- Analytical sciences and pharmaceutical quality
- Biotechnology
- Drug design and discovery
- Formulation design and pharmaceutical technology
- Natural products
- Pharmacokinetics, pharmacodynamics and systems pharmacology

- Pharmacy practice research
- Regulatory sciences
- Translational research and individualised medicines.

Furthermore, the Board of Pharmaceutical Sciences recently approved a new SIG focusing on the next generation of pharmaceutical scientists.

Another objective is to advance pharmacy practice in all settings. This is done through projects and initiatives of eight pharmacy practice sections. There are sections for:

- Academic pharmacy
- Clinical biology
- Community pharmacy
- Health and medicines information
- Hospital pharmacy
- Industrial pharmacy
- Military and emergency pharmacy
- Social and administrative pharmacy.

To reform education relevant to the development of a qualified workforce in pharmacy and pharmaceutical sciences, FIP established a third focus within the organization, which is the structure FIP Education (FIPeD). FIP directs particular effort to young pharmacists and the preparation of congresses, through its Young Pharmacists' Group and Congress Programme Committee, respectively. In addition, among the boards, sections, SIGs and committees are ad hoc working and focus groups.

Congresses

FIP has been successful with the Pharmaceutical Sciences World Congresses. These serve as global platforms for the exchange of information related to the pharmaceutical sciences. The parallel development of numerous FIP initiatives within pharmaceutical practice, education, and sciences has demonstrated that the Federation is able to grow with concurrent streams of interest without losing ground. This has exceptionally promising implications for the growth of new branches of FIP in areas such as pharmacy education and the human resources for health. Furthermore, the FIP World Congress of Pharmacy and Pharmaceutical Sciences, which takes place on a yearly basis, invites an international audience of pharmacy professionals and pharmaceutical scientists to go beyond medicines and answer patients' demand for high quality help and advice. The Congress emphasizes the commonality of pharmaceutical issues worldwide.

In conclusion

FIP is a leading and well known professional, organization in the field of pharmacy worldwide. The organization is the global body representing pharmacy, pharmaceutical education, and pharmaceutical sciences at a global level. FIP focusses on improving global health by advancing pharmaceutical education, pharmaceutical sciences and pharmaceutical practice thus encouraging, promoting and enabling better discovery, development, access to and responsible use of appropriate, cost-effective, quality medicines worldwide. FIP therefore sets out to play a vital role and add value by improving global health now and in the future.

For more information, FIP's strategic plan and the annual report, visit: www.fip.org.

The position

The Chief Executive Officer (CEO) works under the guidance of the FIP President and the FIP Executive Committee within the policies of the Bureau (i.e., the equivalent of the Board of Directors) and the Council to ensure that the organization, as a global voice of pharmaceutical practice, sciences, and education, is an integral participant on behalf of all members in global health care decisions and actions. The CEO will, in collaboration with the FIP Boards and FIPed, implement the strategic plan through deliberate short- and long-range actions needed to achieve the Council's goals. Responsible for the organization's human and financial assets, the CEO provides oversight for policies and practices that enhance the participation of members and leverage the roles of staff and volunteers to effectively engage stakeholders. The CEO will ensure good governance of the organization through engagement with elected officers and volunteers. The CEO's important outward-facing responsibilities are to expand FIP's visibility and to create opportunities for significant strategic partnerships and financial support by building relationships with professional pharmacy, pharmaceutical sciences, and educational organizations, governmental and non-profit non-governmental entities, and the corporate community.

The CEO is an officer of the organization and a non-voting member of the Council, ExCo, Bureau, the two Boards (BPP and BPS), and the FIPed. In addition, the CEO is a non-voting ex officio member of all committees, councils, task forces, and other member forums appointed or established by, and accountable to, the President/ExCo/Bureau, the two Boards, and FIPed. The CEO reports to the Bureau through the President.

The CEO represents the organization as the employer of paid staff and is responsible, in agreement with the President, for establishing compensation and benefits, and the hiring and release of FIP's employees. To execute this senior leadership role, the CEO's workplace is in The Hague (Netherlands).

Responsibilities

As detailed in Article 23 of the FIP Statutes, the CEO will have the opportunity to define the financial, operational, and administrative management of FIP. The organization welcomes leadership which brings focus and new energy. Successful measures of accomplishment will be determined in the following areas:

Visionary Leadership

- Advises the President/ExCo & Bureau;
- Advocates/promotes change as it relates to the organization's vision, mission, and strategic objectives;
- Identifies emerging issues and possible developments in pharmaceutical practice, sciences, and education that are not clearly visible for everyone.

Building Organizational Capacity

- Assures financial viability through effective membership management;

- Creates new opportunities for the organization to grow;
- Ensures financial accountability and maintains a prudent approach to financial planning in line with the budget;
- Fosters effective and timely internal and external communication.

Global Inclusion

- Builds and maintains relationships with stakeholders reflecting the global diversity of pharmacy, pharmaceutical sciences, and pharmaceutical education;
- Formulates policies and planning recommendations to the President/ExCo/Bureau.

Teamwork

- Embraces an inspiring and synergistic work environment among staff and volunteers that is guided by high ethical standards and accountability for rules and responsibilities;
- Motivates and mentors employees and volunteers in developing the organization products, programs, and operations;
- Productively engages with member organizations and stakeholder community.

In addition to these general leadership functions, the following list summarizes additional job responsibilities of the CEO specifically aligned with the governance model used by FIP:

- Provides initiative and support in the development of the organization's statement of vision, mission and goals, and the corresponding strategies, plans and budgets to achieve them;
- Ensures the development of priority plans, performance measurements, management controls, and critical success factors;
- Reviews approved plans and budgets as part of the annual planning and budgeting cycle and presents recommendations to the President/ExCo, Bureau, the BPS, BPP boards, and FIPEd whenever necessary or at defined times;
- Develops and provides appropriate policy recommendations for consideration by the appropriate organ;
- Ensures that an annual plan and budget are prepared for and presented to the President, ExCo/Bureau and assists the President in discussing the approved budget at the FIP Council;
- Develops and proposes agendas in consultation with the President and the ExCo for the Bureau and the Council;
- Presents written reports of all ExCo, Bureau and Council meetings;
- Serves as chair of the corporate roundtable;
- Develops and maintains an effective staff organization which provides appropriate policy and program recommendations for review and action by the President/ExCo/Bureau and their committees, and delivers services, programmes and information beneficial to the members;
- Manages all FIP staff matters in accordance with approved policies and budget, including recruitment, performance review, disciplinary actions, and remuneration, except for him/herself;
- Articulates and documents the needs of member organizations to the President/ExCo and Bureau, so these organs can effectively serve member needs;
- Promotes collaboration with and among FIP sub-units to address the needs of member organizations and the mission and goals of the organization;

- Maintains the necessary contacts to keep abreast of emerging issues of significance to the organization related to the pharmaceutical profession, incl. practice, sciences, and education;
- Acts as the spokesperson for the organization;
- Serves as ambassador for the organization to relevant stakeholders such as the WHO, UNESCO, and internationally to individual countries;
- Performs other duties as prescribed by the President, ExCo members, and Bureau.

Profile of the 'ideal candidate'

Professional qualifications and personal qualities

The successful candidate will be an energetic, entrepreneurial and inspirational leader, with an outstanding dedication to the health care sector, and the capacity to exercise intellectual leadership at the national and international level. In addition, the CEO will have broad-based business skills, act as a visionary to elected officials, and serve as an example of best management practices for the Bureau and the Council.

The CEO will be an individual of strong ideals and integrity who has a combination of vision, strategic, and operational planning abilities and employs effective decision-making. This individual will possess a style of leadership that embraces partnerships, is collaborative, and empowers stakeholders to achieve their highest potential, all the while satisfying accountability measures mutually agreed upon by the CEO and the Bureau.

It is essential that the CEO has excellent written and verbal command of the English language and exhibits advanced communication skills to interact with an international, multilingual audience.

Additional desired qualifications include international experience as senior staff in a member-based organization, non-profit organization governance, marketing, financial management, and volunteer relations leadership. It is expected that candidates will possess a minimum of an undergraduate degree (pharmacy or pharmaceutical sciences preferred), with advanced degree and training desired.

Languages

English - fluent in speaking and writing.

Holtrop Ravesloot

In this process FIP is being supported by Holtrop Ravesloot. For more information please contact Caroline Lapidaire or Gerald Knol via +31 (0)20 - 6470201 or send your resume, preferably before 14 August 2017, to reacties@holtropravesloot.nl.