



CHIEF EXECUTIVE OFFICER FOR MUSO

MARCH 2026

In partnership with:



OVERVIEW

Muso is a global health organization working to eliminate preventable deaths through rapid access to care. Millions of people die each year because they do not receive healthcare in time. As Chief Executive Officer (CEO), you will lead Muso into its next phase of growth and scale, strengthening partnerships with governments and expanding access to rapid healthcare systems. This is a unique opportunity to guide a mission-driven organization delivering transformative health impact across West Africa and beyond.



DETAILS

LOCATION:	To be based in Mali or Côte d'Ivoire, ideally
CLOSING DATE:	30 April
STARTING DATE:	Immediately
TYPE OF CONTRACT:	Permanent
SALARY:	Côte d'Ivoire: XOF 123,200,000 – 128,800,000 Mali: XOF 110,880,000 – 115,920,000 per year
REFERENCE:	MUSO-CEO
CLIENT WEBSITE:	https://www.musohealth.org/

ABOUT MUSO

Each year, millions of people die of curable diseases because they do not receive healthcare in time. Muso was founded by Malian and American healthcare providers with a shared belief: no one should die waiting for care. Muso builds healthcare systems that save lives by reaching patients quickly. Community health workers deliver care directly to patients in their homes and rapidly connect critically ill patients to redesigned clinics that provide treatment free of charge.

The communities Muso serves have achieved the largest and fastest reductions in child death rates ever recorded. Since its founding in 2005, Muso has served more than 600,000 patients through over 20 million patient visits and now supports national healthcare reform across Mali, Côte d'Ivoire, and Zambia. Over the next five years, Muso aims to enable its government partners to deliver rapid access to healthcare for more than 20 million people, helping make maternal and child mortality increasingly rare while demonstrating a model for healthcare systems across the Global South.



ABOUT THE ROLE

After two decades of founder-led growth, Muso is entering a new phase focused on organizational excellence, sustained scale, and deep partnership with governments. The organization is seeking its first post-founder Chief Executive Officer to build upon Muso's strong foundation and guide the next stage of impact.

Reporting to the Board of Directors, the CEO will lead a senior leadership team that includes the Chief Operating Officer, Chief Financial Officer, Chief Partnerships Officer, Chief Medical Officer, Chief Strategic Officer, and Country Directors. Together, they will strengthen Muso's systems, leadership capacity, and operational infrastructure to support national-scale healthcare transformation.

The CEO will serve as Muso's senior representative globally, strengthening partnerships with governments, donors, and global health leaders while maintaining the mission-driven culture that has enabled Muso to achieve breakthrough results in partnership with communities.



PURPOSE OF THE ROLE

The CEO provides overall strategic, operational, and organizational leadership for Muso. The role ensures that the organization delivers on its commitments to patients, government partners, and funding partners while scaling its impact sustainably.

Working closely with the Board and Senior Leadership Team, the CEO guides Muso's strategic direction, strengthens systems and talent, and ensures the organization remains a trusted partner to communities and governments. The CEO champions Muso's values of justice, solidarity, community, and impact, ensuring they shape decisions, partnerships, and organizational culture.



DUTIES AND RESPONSIBILITIES

Leadership and Strategy

- Partner with the Board of Directors to implement Muso's strategic priorities and support strong governance and organizational oversight;
- Define and communicate a clear strategic vision to guide Muso's continued growth and impact;
- Lead and support the Senior Leadership Team to ensure alignment across strategy, programs, and operations;
- Champion Muso's mission and values across all aspects of organizational leadership.

Organizational Management and Stewardship

- Ensure Muso has the leadership capacity, systems, and resources needed to achieve its strategic objectives;
- Strengthen organizational infrastructure and operational systems to support multi-country operations at scale;
- Promote accountability, collaboration, and results-based performance across the organization;
- Oversee financial sustainability and responsible stewardship of resources in partnership with the Chief Financial Officer;
- Maintain and strengthen Muso's mission-driven organizational culture during a period of growth and transition.

Fundraising, Communication and Stakeholder Engagement

- Lead Muso's fundraising strategy and support the expansion of relationships with institutional donors, governments, foundations, corporations, and individual philanthropists;
- Cultivate and maintain strong relationships with government partners, donors, and key stakeholders;
- Represent Muso at global health forums, international convenings, and policy dialogues;
- Advocate for policies and partnerships that strengthen early access to healthcare and improve maternal and child survival;
- Communicate Muso's strategy, impact, and evidence effectively to diverse audiences.



SKILLS AND EXPERIENCE

- Deep commitment to Muso's mission and core values: justice, solidarity, community, and impact;
- Personal and/or professional lived experience of the inequities caused by limited access to healthcare or broken health systems;
- At least 10 years of senior leadership experience managing complex organizations operating across multiple countries;
- Experience leading organizations with budgets exceeding \$10 million, ideally within global health, international development, or related mission-driven sectors;
- Demonstrated success building and leading high-performing leadership teams, including talent recruitment, development, and succession planning across senior roles;
- Proven ability to guide organizations through periods of transition and growth while maintaining organizational culture and stakeholder confidence;
- Experience partnering with governments or public sector institutions to scale programs or national reforms;
- Strong fundraising experience and a track record of building relationships with institutional donors, foundations, governments, and philanthropic partners;
- Strong financial management experience, including oversight of multi-million-dollar budgets and operations across multiple countries and currencies;
- Exceptional relationship-building skills and emotional intelligence, with the ability to build trust with colleagues, Board members, donors, government partners, and communities;
- Excellent written and verbal communication skills, with the ability to engage effectively with diverse audiences, including community members, policymakers, and global health leaders;
- Demonstrated strategic judgment and the ability to align decisions with organizational mission and long-term strategy;
- Ability to work effectively across cultures, geographies, and institutional contexts, with an understanding of West African political, economic, and social environments strongly preferred.



PROXIMATE LEADERSHIP

- Strong preference for candidates based in, or willing to be based in, Mali or Côte d'Ivoire;
- Ability to travel regularly and spend significant time in the communities Muso serves in Mali, Côte d'Ivoire, and Zambia;
- Bilingual proficiency in French and English strongly preferred;
- Ability to speak one or more local languages used in the communities Muso serves is highly desirable.

TRAVEL

- Ability to travel internationally for partnerships and representation.





HOW TO APPLY

PIQUED YOUR INTEREST?

To apply for this role, please prepare your CV (in English) and a motivation letter (one page) that summarises how your profile aligns with the key requirements, skills and abilities of this role. Both files should be submitted in .doc(x) or .rtf format via this form: <https://mis.tl/cv>.

If you require reasonable accommodation in completing this application, interviewing, completing any pre-employment testing, or otherwise participating in the employee selection process, please contact **Mission Talent**.

After submitting your application, you will receive an automated confirmation. If you do not receive this or have general questions about submitting your application, please write to **Mission Talent**.



In partnership with:



Mission Talent is a women-led, multicultural executive search firm with nearly 20 years of experience serving impact-driven organisations. Rooted in lived experience across the Global South, we bring sector expertise and a values-based approach to leadership recruitment and assessment. Our work is grounded in both global insight and local knowledge, with a commitment to lasting, transformative impact.

Contact us: wewontbite@missiontalent.com

