



Chief Financial Officer
Build Health International
Beverly, Massachusetts

THE SEARCH

Build Health International (BHI) is a leading global health nonprofit that designs, builds, equips, and manages dignified, affordable, and high-quality healthcare infrastructure in resource-constrained environments around the world. BHI seeks a strategic, conscientious, and adaptable Chief Financial Officer (CFO) who will invest in its financial systems, structures, and personnel and will be eager to join an organization building the foundations for global health equity.

BHI was founded in 2014 after successfully developing its first project, Haiti's transformative national teaching hospital, Hôpital Universitaire de Mirebalais. Since then, BHI has completed over 200 projects that are integrated into and inform strong public health systems, ensuring long-term, accessible care for local communities in Latin America, the Caribbean, Africa, and Asia. In addition to its core infrastructure projects, BHI hires and trains local workforces, invests in medical oxygen infrastructure and renewable energy, expertly manages costs through in-kind donations and volunteers, and maintains relationships with communities long after construction. BHI regularly provides technical consultation to international organizations, including the Global Fund to Fight AIDS, Tuberculosis, & Malaria, Unitaids, the United Nations Children's Fund (UNICEF), and the World Health Organization (WHO) on developing, operating, and maintaining healthcare infrastructure and equipment.

BHI employs 141 staff and contractors (approximately 45 percent of whom are based in the United States) and a 14-member Board of Directors. In FY2024, BHI had a budget of \$16.8 million, maintained 53 active projects, completed 26 projects, and worked with 60 countries and 36 project partners.

A newly created position, the CFO role will bring a strategic financial lens to BHI at a pivotal moment in the organization's development. The CFO will steward financial operations, strengthen financial infrastructure and treasury functions, and partner closely with senior leadership and Board members to drive financial planning and organization-wide strategy. They will improve efficiency, introduce new processes and procedures, nurture a strong and reliable team, build more robust and effective cross-team collaboration, and cultivate a culture of performance and accountability. In addition to supporting BHI in devising and executing its vision, the CFO will ensure accurate financial reporting, budgeting, and compliance, and will manage cost accounting and assist with risk management, insurance, and contract administration. The CFO will bring an entrepreneurial spirit and commitment to sustainability, health

equity, and local capacity building amidst evolving social, economic, and geopolitical dynamics. The position will report to and work closely with BHI's Chief Operating Officer and will have a dotted line to the founder and Chief Executive Officer.

ABOUT BHI

History

In 2009, [Partners In Health \(PIH\)](#) and Haiti's Ministry of Health requested that Dr. David Walton help design and build a new 100-bed community hospital in Mirebalais, Haiti, a small city 60 kilometers north of Port-au-Prince. David solicited help from Jim Ansara, who had retired after 30 years of running Shawmut Design & Construction, one of the largest design-build companies in the United States.

Jim and David had nearly completed the hospital's design when, in January 2010, a magnitude 7.0 earthquake struck Haiti, destroying much of the country's infrastructure. The Haitian Ministry of Health asked PIH to change their plans for Mirebalais Hospital and instead build a 300-bed university teaching hospital, much larger in size, scope, and complexity than originally planned.

Construction of the 240,000-square-foot complex began in July 2010 and was inaugurated in October 2012 as Hôpital Universitaire de Mirebalais, a new national teaching hospital and the largest solar-powered hospital in the Caribbean. The successful completion of this project laid the groundwork for the official formation of Build Health International in 2014, with Jim Ansara at the helm. Over the past 11 years, BHI has grown dramatically in capacity, expertise, reach, and reputation, driven by its exceptional track record and its response to the urgencies of the COVID-19 pandemic.

Services & Approach

Today, BHI's team of architects, engineers, construction managers, and global health professionals operates worldwide to advance equitable healthcare access for the most marginalized populations. BHI partners closely with local communities to meet the unique needs of each environment and uses in-country resources and hires locally whenever possible. BHI's planning, design, and building services experts develop strategies for building safe, effective, and sustainable structures; balance capital costs, long-term functionality, and quality of care; manage active construction; and prioritize climate resilience and sustainable energy systems. BHI's commitment extends beyond project completion. It invests in long-term outcomes through on-site support, emergency repairs, multi-year oversight, and training programs to enable communities to develop necessary technical skills. It also evaluates past projects to identify successes, learn from mistakes, and improve design impact, aiming to define and promote evidence-based approaches in healthcare infrastructure.

Since the COVID-19 pandemic exposed critical gaps in medical oxygen infrastructure, BHI has emerged

as a leader in strengthening medical oxygen production, delivery systems, infrastructure, and training throughout sub-Saharan Africa, Asia, Latin America, and the Caribbean. So far, over 1,200 personnel have been trained across 50 countries.

In addition, BHI's organizational partners—from hospitals to local and national construction companies—contribute in-kind assets and materials to BHI, ranging from biomedical equipment and medicines to construction and plumbing materials. These materials are collected and stored at BHI's 30,000-square-foot warehouse facility in Gloucester, Massachusetts, and are then organized, packed, and repurposed for healthcare facilities throughout Haiti, Sierra Leone, Nigeria, and other global sites.

For a list of BHI's active projects, please visit: <https://buildhealthinternational.org/projects/>

Organizational Details

Build Health International is a 501(c)(3) nonprofit organization headquartered in Beverly, Massachusetts. Additional offices are located in Sierra Leone and Haiti. BHI employs 141 staff and contractors; 60 based in the United States, 26 in Haiti, 24 in Sierra Leone, 13 in Rwanda, and 18 elsewhere. The CFO will report to the Chief Operating Officer. BHI is governed by a 14-member Board of Directors, which meets quarterly. The CFO will work closely with the finance and audit committee and its chair, the Board's treasurer, and will serve as BHI's assistant treasurer.

BHI's FY24 revenue was \$16.8 million, approximately 90 percent of which derived from earned income via project funding and the remainder from grants, donations, investments, and other sources. Two of BHI's critical partners, the Global Fund and Partners in Health, provided 74 percent of the organization's revenue. Its FY24 expenses totaled \$16.5 million, with about 90 percent supporting healthcare infrastructure and the rest supporting general operations, administration, fundraising, and communications. BHI has reserves totaling \$5 million, and its fiscal year ends on June 30.

KEY OBJECTIVES FOR THE CHIEF FINANCIAL OFFICER

In partnership with key colleagues on staff and the Board, the CFO will expertly lead the finance department to consistently center BHI's long-term financial sustainability and preserve its founding principles. After a decade of growth and broadening impact, BHI has entered into its next phase of development, in which it is focused on investing in its internal systems and structures, its staff, and succession planning efforts. It has also begun to engage in a comprehensive assessment of its priorities that will take into consideration evolving social and policy environments, shifting foci of major public and private global health funders, and the threats of climate change. The CFO will be expected to:

- Collaborate with the senior leadership team and Board to lead strategic financial planning that aligns with and supports evolving organizational priorities and structures. Participate in strategic

decision-making on organization-wide initiatives and planning.

- Scale, shape, and strengthen financial systems, structures, and staff roles and responsibilities to create the most effective and efficient financial capacity that aligns with BHI's dramatic growth.
- Ensure that financial systems allow the organization to continue cultivating and building trust with and enjoying positive relationships with large multilateral funders.
- Collaborate productively with key external partners, including international non-governmental organizations, funders, ministries of health, and others. Enable successful financial planning, reporting, and completion of both small, short-term and multi-phase, long-term projects.
- Partner with BHI's fundraising team as it expands its activities in response to an uncertain global health funding environment. (While BHI has not directly relied on funding from the U.S. Agency for International Development, or USAID, some of its project partners have.)
- Strategize with the Director of Information Technology and others about the adoption, investment, and use of technology. Continue to invest in appropriate financial software.
- Provide effective leadership to and invest in the finance team, resulting in exceptional performance, accuracy, accountability, and professional growth for each individual.
- Facilitate the allocation of resources toward organizational and strategic planning efforts.
- Manage the team overseeing cost accounting, budgeting, and financial reporting. Prepare and review profit and loss statements, balance sheets, work-in-progress schedules, and monthly reconciliations.
- Develop and enforce financial policies and procedures. Assist in risk control, insurance programs, and contract management. Ensure compliance with corporate filings, payroll, and tax regulations.
- Serve as the assistant treasurer for the Board. Staff and partner with the Board's finance and audit committee. Work with the Board on investment and money management approaches.
- Promote a culture and atmosphere of excellence, adaptability, community, and mutual respect. Improve internal communication and cross-functional collaboration.

QUALIFICATIONS AND CHARACTERISTICS

While no individual will possess every quality, the successful candidate will bring many of the following qualifications, professional experiences, and personal attributes:

- Commitment to BHI's belief that healthcare is a human right, coupled with the determination and skill necessary to support BHI in delivering essential healthcare in resource-constrained settings worldwide.
- Demonstrated accomplishment as a finance leader in an operation of a size and complexity similar to BHI, preferably within the nonprofit, architecture, engineering, construction, international aid, and/or professional services industries.
- Demonstrated ability to develop rewarding thought partnerships with key colleagues, Board members, and external partners.

- Expertise in successfully implementing the necessary financial infrastructure to execute a vision and strategy. Highly developed analytical skills with experience driving effective use of data.
- Demonstrated experience and aptitude for developing budgets, managing financial performance, creating business development strategies, and negotiating contracts.
- Proven experience with profit and loss management, balance sheets, monthly reconciliations, work-in-progress schedules, and enterprise resource planning (ERP) software.
- Expertise in building and sustaining collaborative, valuable partnerships across constituencies.
- Demonstrated capability in guiding, supporting, and advancing staff. Success in building safe and courageous spaces to reflect on progress, growth areas, and aspirations.
- Cultural competency and humility, with the ability to effectively collaborate across cultures and lived experiences.
- Results-oriented, innovative, and self-motivated, with the capacity to engage in strategic thinking while managing everyday practicalities.
- Patience, resilience, creativity, proactivity, and the ability to engender trust.
- Experience working with or serving on governing boards is desirable.
- Experience living and/or working outside the United States is desirable but not required.
- An MBA or a related business, finance, or accounting degree is preferred.

EMPLOYMENT DETAILS

Salary Range: \$155,000-\$175,000

Commitment: The CFO is required to work in person at BHI's offices in Beverly, MA three days per week, and as needed.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

All nominations, inquiries, and applications (including a resume and a letter of interest responding to the objectives outlined above) should be directed in strict confidence to the search team below.

Applications will be reviewed as they are submitted.

Becca Kennedy, Tatiana Oberkoetter, and Cortnee Bollard

Isaacson, Miller

[Build Health International Chief Financial Officer Search](#)

BHI is committed to providing equal opportunity in the workplace. BHI will make all employment and other placement decisions without regard to non-job-related factors such as race, color, religion, gender, national origin, ancestry, age, disability, veteran status, marital status, or sexual orientation. This applies to all areas, including, but not limited to, recruitment, hiring, training, promotion, compensation, and benefits.