

CEPI

**Appointment Brief**

**Chief Executive Officer**

**CEPI**

2026

# Coalition for Epidemic Preparedness Innovations (CEPI)

## Why CEPI exists

CEPI and its 100 Days Mission are preparing and protecting the world against one of the greatest threats of our time: epidemics and pandemics.

The need for CEPI is greater now than ever before. Epidemic and pandemic threats are growing more complex and unpredictable. The world is increasingly fragmented — and more vulnerable — than it has been in decades. Yet, paradoxically, our capacity to respond has never been stronger. Science and technology now give us tools previous generations could only imagine.

That's where CEPI comes in. With its unique focus on scientific innovation and equity, CEPI bridges the gap between public and private sectors to turn cutting-edge science into global solutions. By helping countries prepare, respond, and build defences against disease outbreaks, CEPI works to protect lives, reduce disruption, and make innovation accessible to everyone.

CEPI is working to take many of the most menacing epidemic and pandemic threats off the table by

investing in preparedness, innovation and equity now to develop life-saving vaccines against known threats like Lassa fever and Nipah and to dramatically reduce the future risk of pandemics through the 100 Days Mission, making the world a safer place for all.

The organization is a Coalition of vaccine developers, manufacturers, sovereign governments, philanthropies, civil society and global health organizations. It receives financial support from over 30 countries and philanthropies and is headquartered in Oslo, Norway.

You can read more about CEPI, its mission and its impact on its [website](#).

CEPI's latest board of directors' report and accounts is available [here](#).

CEPI's latest annual progress report is available [here](#).



# About CEPI

## Innovating for impact

Since its inception in 2017, CEPI has catalysed action from product and platform development to enabling sciences and manufacturing innovations, overseeing progress and scientific breakthroughs that would have been impossible without CEPI's intervention.

It has invested in over 70 vaccine candidates or platform technologies and contributed to scientific breakthroughs that bring the prospect of protection against a host of viral threats closer than ever before. These include the first-ever licensed Chikungunya vaccine and the first-ever Lassa, MERS and Nipah vaccines into Phase II trials. Through this progress, CEPI is generating crucial data and knowledge about vaccines for many of the most dangerous viral families that will help the world to face down a future Disease X.

CEPI's network of Global South vaccine manufacturing partners on three continents is helping to boost sustainable vaccine production and outbreak response manufacturing capacity, and its global networks of preclinical facilities and laboratories are ready to rapidly respond to outbreaks close to the source.

CEPI's work during COVID-19 helped to set the agenda. It conceptualized and

co-led COVAX – which delivered around 2 billion doses to 146 countries, saving an estimated 2.7 million lives – and supported the development of one of the world's largest portfolios of vaccines against SARS-CoV-2, seven of which have been approved for domestic or global use.

## The 100 Days Mission

Central to CEPI's pandemic-busting plan is the 100 Days Mission: a goal spearheaded by CEPI and embraced by the G7, G20 and industry leaders, to accelerate the time taken to develop safe, effective, globally accessible vaccines against new threats to just 100 days. Through its investments, partnerships and advocacy, CEPI is building the critical capabilities needed to deliver the 100 Days Mission and galvanizing support for this goal which, today, is embedded into health security strategies around the world. Independent modelling shows in the starkest terms why the world needs to be prepared to move faster and more equitably. A successful 100 Days Mission in response to COVID-19 could have averted over 8 million deaths, 1.4 billion infections and 27 million hospitalisations with the greatest benefits felt in the Global South.

## Financial scale

In 2024, CEPI generated revenue of \$673.6 million, and spent \$385.1 million.

# SELECTED ACHIEVEMENTS

2017 to 2025

## ENABLING PROJECTS

### Centralised Lab network



Established a global network of **20 laboratories** to support priority pathogen vaccine R&D

### Preclinical models network



Established a global network of **19 facilities**

### Manufacturing network



Established a network of **5 Global South manufacturing partners**

### Epidemiology study



Launched ENABLE, the **largest-ever** Lassa epidemiology study

## CEPI FIRSTS

### Nipah



Advanced the **first ever** Nipah vaccine into **Phase 2** trials

### Rift Valley fever



Advanced RVF vaccine into **Phase 2** trials

### MERS



Advanced the **first ever** MERS vaccine into **Phase 2** trials

### Lassa fever



Advanced the **first ever** Lassa virus vaccine into **Phase 2** trials

### Chikungunya



First **licensed** Chikungunya vaccine

### Innovations



Supported the **first medical product designed using AI** to be approved for any indication anywhere in the world.

## CORONAVIRUSES

### COVID-19



Supported **14** COVID-19 vaccine candidates  
**4** granted EUL  
**3** approved for domestic use

### BPCV



World's leading funder of vaccine R&D, investing in 16 broadly protective coronavirus vaccine candidates (10 active)

### COVAX launched and co-led by CEPI



Nearly **2 billion** vaccines



shipped to **146 countries**



**2.7 million** deaths averted in lower-income countries

## FILOVIRUSES

### Ebola



Supported generation of data to support expanded access and licensed vaccines

### Marburg

**10 DAYS**

Supported Rwandan led response which deployed vaccine into a clinical trial

# Securing the Future: CEPI 3.0 Investment Case

**CEPI 3.0 reflects the overarching ambition of the organization for its next phase. This continues its trajectory as an essential pillar for global health protection. CEPI 3.0 builds upon the [2.0 strategy](#) with ambitious, long-term targets for greater health security, at a moment of significant global challenges.**

## **Health protection for a vulnerable world**

Imagine a world where the next viral outbreak doesn't catch us unprepared – one where the epidemic or pandemic potential of the world's most deadly viruses is contained before outbreaks can spread, and where scientific progress has laid the groundwork for protecting the world against pathogens it hasn't even seen yet.

This is the future CEPI was created to build.

In less than ten years, CEPI's model of innovation and partnership has reshaped what is possible. We have shown that vaccines can be developed in record time, that equity can be embedded from the start, and that collaboration across borders can transform the world's ability to protect itself.

Our next five-year strategy, CEPI 3.0, charts a path toward this new era of global health security. It describes a world that can be ready – not unprepared – when the next threat emerges, whatever its origin.

At its heart lies the 100 Days Mission: a goal to enable the world to develop safe, effective and accessible vaccines within 100 days of identifying a new pandemic threat.

To achieve this, CEPI 3.0 will strengthen vaccine development across the pathogens and viral families most likely to spark new outbreaks, advance platform technologies that can be rapidly adapted to the unknown, and weave together innovative networks for research, manufacturing and regulatory readiness so they can act as one global system when new threats emerge.

COVID-19 showed the deadly cost of being unprepared. CEPI 3.0 shows the protective promise of being ready. With the right investment, the world can be properly prepared – ready not just to respond, but to contain outbreaks before they escalate into crises.

You can read the full investment case 2027 – 2031, Securing the Future, [here](#).

# CEPI's Global Workforce



## Organizational Structure

CEPI is structured into divisions and further into departments. The Executive Directors heading the divisions collaborate effectively with the CEO and Deputy CEO. The Divisions that report directly into the CEO include:

- External and Investor Relations
- Process Development and Manufacturing
- Research and Development
- Finance and Operations
- Legal, Compliance, Risk and Assurance

You can read more about CEPI's talented leadership team [here](#).

## Culture & Values

We encourage a culture that embraces inclusiveness, respect, accountability, collaboration, agility and opportunities for continuous improvement. Since its launch in 2017, CEPI has been actively working to promote a respectful and inclusive culture. Diversity is viewed as a source of strength that enhances decision making.

CEPI highlights a culture of collaboration and agility, enabling people to work effectively across teams, time zones, and external partners. This is directly linked to its mission and the high level of scientific and operational coordination required. CEPI's flexible working philosophy reflects its culture of trust and results oriented performance. Employees manage when and where they work based on their responsibilities post discussing with their line managers—supporting wellbeing, collaboration, and strong relationships.

CEPI's culture is anchored in five core values—Teamwork, Respect, Accountability, Integrity, and Transparency—defined collectively by CEPI employees. These values guide our day-to-day behaviour, decision making, and collaboration both internally and externally. They form the heart of “how we aspire to work together.”

# Main Activities & Responsibilities

## Strategic Leadership

- The CEO reports directly to the CEPI board, and is primarily responsible for the successful leadership of the priorities established in the CEPI 3.0 strategy.
- Maintain and enhance the power of CEPI's alliances positioning CEPI as a highly capable, distinctive contributor to vaccines R&D and biological countermeasures at a system level. This includes understanding systemic gaps that CEPI must strengthen, and understanding the complementary role of other national and international institutions, to avoid duplication.
- Position CEPI to deliver upon opportunities, as a fast-moving, foresightful organization.
- Effectively evaluate and manage risks across a highly complex portfolio of activity.
- Ensure the highest levels of confidence among investors, partners, and governments in CEPI's mission and performance.

## Organizational Performance

- Ensure a high-performance organization through the development of people, processes and technology.
- Shape organizational structure, culture, leadership and capabilities, with robust management of performance.
- Lead CEPI's internal management committees, as a mechanism to direct implementation, and harmonize diverse expertise and areas of focus across the organization.
- Ensure the robust management of significant resources, including ensuring the value of CEPI's investments, accountability for maximizing the impact and value of investor resources, and highly effective accounting for performance & fiduciary responsibility.

## Partners & Stakeholders

- The CEO is the primary representative of CEPI's management with the board, and with its other key coordinating mechanisms. Lead effective reporting to the board on all operational, administrative and financial aspects of CEPI's performance, including the timely and transparent reporting of challenges and risks.
- Represent CEPI at the highest levels nationally and internationally, ensuring that the contribution of CEPI to the global health architecture and to matters of national security are well understood, through direct engagement of policy-makers, international organizations, partner organizations, and the execution of a strategic communications strategy.
- Build and maintain alliances and operational partnerships across a wide array of partnerships, extending across industry, R&D organizations of all types, manufacturers, United Nations entities, governments of implementing countries, bilateral donors, philanthropies, and partner international organizations in the global health sector.
- Play a key leadership role in the ongoing fundraising effort to support CEPI 3.0.

## Delivery & Results

- Ensure a highly results-focused organization, anchored in key principles of rapid execution, innovation, and – above all – epidemic preparedness.
- Ensure effective monitoring and evaluation of programs, investments, and portfolio-level impact. Develop a sophisticated understanding of success and performance, including appraising milestones towards achieving CEPI's five-year goals, relative to its resources.
- Ensure that alliances and operational partnerships are deeply embedded in CEPI's working practices, that partnerships are operational, durable, and bear results.

# Person Specification

## Knowledge, skills and experience

Compelling candidates for the role will be able to demonstrate their:

- Track record of success as a CEO or senior leader of a significant organization.
- Track record of success in navigating a highly complex, ambiguous world, with multiple stakeholders and partners.
- Familiarity with vaccines, public health, and epidemic preparedness.
- Success in leading a high-performing, healthy institution, with respect to financial management, people & culture, and delivery of results.
- Understanding of the global health architecture.
- Fluency in English, and experience of working in a multicultural environment.

Candidates should also be able to demonstrate a combination of some of the desirable experience in the following areas:

- Strategic vision, capacity to inspire, and set direction.
- Leadership on key questions of epidemic preparedness and health innovation at a global level.
- Leadership on relevant R&D and/or manufacturing.
- Leadership in a highly diverse, international context.
- Experience of leading successful fundraising campaigns.

## Personal qualities

- The highest standards of ethics and integrity.
- A keen intellect, with sound judgement and rigor in decision-making.
- An exceptional strategic thinker, with a sophisticated understanding of system-level impact and collaboration.
- Results-driven leadership, measuring performance in outcomes.
- Humility in their relationships with others, and willingness to learn and grow.
- Respect for others, from all nations and all walks of life.

# Governance & Structure

## CEPI Board

CEPI is a Norwegian Association and CEPI's primary governing body is the CEPI Board. The Board has 12 voting members (four investors and eight independent members representing competencies including industry, global health, science, resource mobilisation, finance) and five observers. The Board is advised on decisions, such as prioritising pathogens and selecting partners, by our Scientific Advisory Committee. The CEO attends the board as a non-voting member.

The board is chaired by Jane Halton. You can read the biographies of Jane and the board members [here](#).

## Board Committees

We have four Board Committees: Executive and Investment; People and Compensation; Audit and Risk; and Equitable Access. Other Board members or experts may be called upon as advisers or observers as needed.

## Investors Council

CEPI was founded in Davos by the governments of Norway and India, the Bill & Melinda Gates Foundation, Wellcome Trust, and the World Economic Forum.

Today, our support has grown to include funding from over 30 national governments, the European Commission, and key philanthropic organizations the Gates Foundation and Wellcome. We are also supported by several private sector organizations, and CEPI received public contributions for its response to the COVID-19 pandemic through the UN Foundation COVID-19 Solidarity Response Fund.

All investors contributing to CEPI's funding pool are invited to join CEPI's Investors Council, with one representative from each investor represented during their pledged commitment.

The Investors Council receives regular updates from the CEPI team,

provides guidance and oversight of CEPI activities, and engages in resource mobilisation efforts.

The Council nominates four Investor representatives to the Board and has some rights including approval of any single investment over US \$100m.

## Scientific Advisory Committee

The Scientific Advisory Committee, or SAC, is an independent body within CEPI. It is one of CEPI's core governance groups.

The SAC provides scientific support, advice and challenge to the CEPI Leadership and Board on a range of scientific issues related to vaccine research and development and manufacturing to support the effective implementation of CEPI's strategic objectives.

Its membership and records of recent discussions are available [here](#).

## Joint Coordination Group

Our Joint Coordination Group, or JCG, is a roundtable of independent institutions with an interest in seeing CEPI's vaccines successfully developed and deployed in an outbreak.

The JCG includes global health, science and development organizations that play important roles in the end-to-end vaccine lifecycle.

The JCG meets to discuss and implement activities related to the development of CEPI-funded vaccines and technologies, from early research and development, through to manufacturing, procurement, distribution and administration.

Their work helps to maximise fast and equitable access to CEPI-funded vaccines and other countermeasures.

Its membership and records of recent discussions are available [here](#).

# Terms of Appointment

**Location:** CEPI is located in Oslo, London, and Washington, D.C.

**Salary:** Competitive remuneration and benefits offered, commensurate with CEPI's status, and social impact purpose.

**Term:** The CEO is appointed on a five-year term, renewable once (maximum of ten years).

## Due diligence

Due diligence will be carried out as part of the application process, which will include referencing, and searches via internet search engines and of any public social media accounts.

## Selection Process

The selection process will be led by Jane Halton, in her capacity as board Chair, alongside Githinji Gitahi, in his capacity as board Vice-Chair. They will be supported by John-Arne Rottingen, as an external advisor.

Interviews will take place over two rounds, with the first held virtually, and the second, for finalist candidates, held in person, in London.



# How to Apply

**Saxton Bampfylde Ltd is acting as an employment agency advisor to CEPI on this appointment.**

Candidates should apply for this role through our website at [www.roles.saxbam.com](http://www.roles.saxbam.com) using code **NBYCA**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon (GMT) on **Tuesday 5 May**.

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

## **GDPR personal data notice**

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

