



MAP

MEDICAL AID FOR **PALESTINIANS**

CHIEF EXECUTIVE OFFICER
NOVEMBER 2024

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Medical Aid for Palestinians



Medical Aid for Palestinians (MAP) works for the health and dignity of Palestinians living under occupation and as refugees. We deliver medical and humanitarian aid in an impartial manner to those most vulnerable and at risk, while also developing local capacity and skills to ensure the long-term development of the Palestinian healthcare system. Our overarching goal is to improve the health and promote the well-being of Palestinians, strengthening the capacity of local partners.

We are an international, non-governmental, independent, non-political, non-religious charity that has worked towards this goal for four decades, delivering health and medical care to those worst affected by conflict, occupation, discrimination and displacement.

Working in partnership with local and international organisations, UN agencies and academic institutions, MAP addresses a wide range of health issues and challenges faced by the Palestinian people.

Our vision is of a future in which all Palestinians can access an effective, sustainable and locally led system of healthcare and the full realisation of their rights to health and dignity.

We have offices in the West Bank, Gaza, Lebanon and London. Most of the MAP team live, work and are a part of the Palestinian communities we support. With our extensive local knowledge and experience, we work closely with communities, hospitals, clinics and healthcare providers to coordinate care and medical aid even where there are severe restrictions on access.

Alongside our work on the ground, we are also committed to bearing witness to the injustices caused by occupation, displacement and conflict. We speak out in the UK and internationally, and ensure Palestinian voices are heard at the highest levels, to press for the political and social barriers to Palestinian health and dignity to be addressed.



Letter from The Board Chair

Thank you for your interest in the Chief Executive Officer role at Medical Aid for Palestinians.

As the Interim Chair, I have known and admired the work of MAP for almost twenty years now, since spending four years as the British Consul General in Jerusalem being responsible for British relations with the West Bank and Gaza. It is a very special organisation: uniquely Palestinian and British.

Even in the tragedy, which is Gaza today, our amazing and tireless local staff have been doing great work to support the health and dignity of the Gaza population. The courageous volunteer doctors and surgeons who join our emergency medical teams have also made a vital contribution. All this when Gaza is the most dangerous place on the globe for humanitarians to work.

Less noticed by the media is the deterioration of conditions in the West Bank, thanks to attacks by the Israeli military and extremist settlers. Our resources are stretched there also, and we are watching, with grave concern, the attacks on Lebanon, where we have teams serving Palestinians in refugee camps, where some families have lived as refugees for more than 75 years.

As we respond to this unfolding humanitarian crisis, MAP is in a period of ambitious growth and development, the role of Chief Executive Officer is pivotal at this moment in time for us. We are seeking an experienced individual to provide leadership and drive the development and delivery of MAP's new strategic ambition, whilst maximizing our sustainable impact.

Joining as the new Chief Executive Officer is an opportunity to make a difference at this vital time by providing vision, leadership, and strategic direction to this well-established charity as it scales up its staff and resources to meet the greatest challenges in its 40-year history.

It has been a privilege to serve on the board for three years now, and I hope that you can join us.

Yours sincerely,

Richard Makepeace
Interim Chair
Medical Aid for Palestinians



Impact

MAP's tireless work has continued protecting the Palestinian communities we founded to support.

A massive surge in Israeli military and settler violence and the war on Gaza meant 2023 was a devastating year for Palestinians. As soon as Israeli military began bombarding Gaza, MAP began our urgent humanitarian response.

As the situation on the ground has deteriorated our resolve has only grown stronger. So far, we have provided more than \$16 million USD worth of aid and assistance, reaching tens of thousands of Palestinians, with many more trucks at the Rafah crossing ready to deliver more support.

Our emergency medical teams have worked tirelessly to provide critical care in overwhelmed hospitals and support Palestinian healthcare workers – despite even being targeted themselves.

Beyond Gaza, our impact is being felt by Palestinians facing escalating Israeli military and settler violence in the occupied West Bank, including East Jerusalem, and facing instability in Lebanon. From mobile health clinics in remote communities to midwifery support in Palestinian refugee camps, we continue to provide essential healthcare services while advocating for the rights of Palestinians.

Where we work

MAP works across the West Bank and Gaza, and in the Palestinian refugee camps in Lebanon.

We also undertake advocacy and campaigning in the UK and internationally, seeking to raise Palestinian voices at the highest levels and address the key barriers to health and dignity for Palestinians living under occupation and as refugees.



Our Work in Gaza

Nutrition: Hunger and starvation in Gaza are now rife. In response we have launched a nutrition program that procures and supplies food packets to families, conducts screening of vulnerable groups and provides nutrition treatment for those malnourished.

Medical Care: We will deliver effective, sustainable medical interventions in Gaza, building off our extensive experience, local staff, and longstanding links with community partners, hospitals, and health providers.

Public Health & Communicable Diseases: Communicable diseases are spreading rapidly in Gaza due to a lack of water, basic hygiene, sanitation, food, and primary healthcare. MAP is supplying camps and shelters with hygiene kits and health education and collecting data from 15 health facilities as part of coordinated health monitoring.

Mental Health and Psychosocial Support (MHPSS): The relentless bombardment of densely populated civilian areas in Gaza has worsened this mental health crisis, with children left particularly vulnerable. We will ensure MHPSS is a key focus by integrating it into all areas of our response as well providing psychological first-aid training to our staff and partners.

Disability: We will deliver assistive devices to at least 5,000 people in the next year, work towards providing physiotherapy to 2,000+ people, and identify new partners to help us provide community-level disability interventions.

Protection: The protection environment in Gaza has been devastated, leaving its entire population exposed to multiple risks. MAP's protection programme will establish services that can be integrated across our programming, including case management for gender-based violence which will be scaled up and integrated along with health, nutrition and other sector responses.



New Strategic Ambition & Priorities

MAP will evolve to a high impact, global organisation which enables over 1 million Palestinians to access improved healthcare annually by 2028.

Our key strategic priorities are:

- Build on programme strengths: we will continue to build on MAP's distinctive and recognised programme strengths while increasing scale of reach and impact.
- Build the best possible team: to deliver scaled up programming and impact.
- Nurture an impact culture: our leadership team will guide MAP through the change and growth process through empowered teams committed to impact, growth and ongoing improvement.
- MAP is now building up our infrastructure supported by a new fundraising strategy to sustain a significant scaling up of our charitable activities.



Our Mission

To work for the health and dignity of Palestinians living under occupation and as refugees.

Our Vision

A future in which all Palestinians can access an effective, sustainable and locally-led system of healthcare and the full realisation of their rights to health and dignity.

Our Values

Solidarity

At MAP, we recognise the unique challenges faced by Palestinian communities: first and foremost, we stand in solidarity with Palestinians.

We put solidarity into action by working collaboratively as one MAP team, and working side-by-side with local partners and with volunteers, in genuine partnership, to address injustice.

We listen with intent to those with local knowledge and expertise and we support communities as they actively build resilience and self-reliance.

Integrity

In order to partner effectively with Palestinian communities and to maintain the trust of our local partners, volunteers, employees, supporters, donors, suppliers and other stakeholders, we always operate with integrity.

We expect trustworthiness, transparency and ethical conduct in all of our internal and external interactions.

We maintain open and respectful lines of communication, seeking feedback and continuously improving our programmes and services.

We take our responsibilities seriously, ensuring that resources are utilised efficiently and effectively in alignment with our mission, and in the best interests of the people we serve.

Dignity

We hold the utmost respect for the rights and dignity of each individual. Through our commitment to diversity and equality, we treat all people with fairness and respect, particularly those who are most marginalised and disempowered.

We are inclusive, and we support diverse leaders within the Palestinian community, ensuring that both women and men – and those who may normally be underrepresented – can participate meaningfully in decision-making.

We ensure that employees and partners across all offices and teams are respected and have their voices heard.

Impact

We deliver significant, sustainable impact for Palestinians in need.

We are pragmatic and action-oriented while being innovative and adaptable in the volatile environments we operate in, holding ourselves accountable to evidenced-based measures to ensure tangible change for the communities we serve.

We operate in accordance with humanitarian principles and are persistent, working diligently and patiently over long periods of time, until we achieve the outcomes we seek.

We work with our partners to address critical needs, both humanitarian and development – as first responders in emergencies, as trusted professionals, and as vocal advocates for fairness and justice.

CHIEF EXECUTIVE OFFICER

Location: London, minutes from Old Street Station

Location type: Hybrid

Reporting to: Chair of the Board of Trustees

Annual salary: Upwards of £105K GBP

Contract type: Permanent

Working hours: Full-time (35 per week worked on a hybrid basis)

Candidate level: Chief Executive Officer



PURPOSE OF THE ROLE

MAP is in a period of ambitious growth and rapid development, as we respond to the massive humanitarian crisis in Gaza, and in the West Bank and Lebanon. The role of the Chief Executive Officer (CEO) is to provide leadership, drive and direction in the development and delivery of MAP's new strategic ambition, maximising the charity's sustainable impact.

This is a key role for MAP, and it is expected that the job holder would be making a long-term commitment to the organisation. The post-holder will be tasked with leading MAP to deliver on the strategic ambition of becoming a high impact, global £50 M+ income organisation which enables over 1 million Palestinians to access improved healthcare annually by 2028. MAP's income in 2023 was £35 M and the forecast for 2024 is £47 M.



DUTIES AND KEY RESPONSIBILITIES

VISION AND LEADERSHIP

- Provide vision, leadership, direction and drive to achieve MAP's strategic ambition and mission.
- Drive forward organisational transformation, together with the Senior Management Team, always remaining true to MAP's values and focus on being locally led.
- Ensure that the Board of Trustees and its appointed committees are supported in their responsibility to ensure robust governance of MAP and provide advice and information to the Trustees regarding organisational performance and direction.
- Ensure that the organisation embeds a focus on impact and the use of data in decision-making, course corrected as necessary during its development.
- Strengthen and protect MAP's reputation externally and internally at all times, ensuring the effective mitigation and management of risks.

EXTERNAL RELATIONS AND INFLUENCE

- Act as an advocate and spokesperson for MAP at the highest level with the UK and other governments, the UN and similar institutions - building relationships that maximise the organisation's influence over policies and practices that affect the health and dignity of Palestinians.
- Ensure MAP continues to develop strong relationships of trust with partners and networks central to MAP's way of working.
- Represent MAP effectively in the national and international media, enhancing the charity's image and profile.
- Actively promote and represent MAP while maintaining our commitment to ensuring the Palestinian people we serve have access to international forums and are provided with a platform to speak out about issues impacting their right to health.



ORGANISATIONAL DEVELOPMENT

- Work with the senior management team (SMT) to provide effective and inspirational leadership across the range of MAP's functions and offices, creating a culture focused on impact, and an inclusive, values-driven working environment.
- Ensure the development and delivery of high-quality programmes that further MAP's organisational objectives and meet the needs of the Palestinian communities living under occupation and as refugees.
- Oversee the development and implementation of MAP's advocacy and communications strategy in a highly sensitive, rapidly changing environment.
- Ensure the development of robust systems for the close monitoring of financial budgets and forecasts.
- Ensure that MAP's new fundraising strategy is successfully implemented and delivers against targets on sustainable income growth.
- Assess new markets for MAP to fundraise in and recommend a way forward on investment to the Board.
- Ensure that there is a robust approach to risk management, safeguarding, safety and security, due diligence, audit, and compliance with charity and company law and guidelines, and local and other relevant regulatory requirements.

GENERAL RESPONSIBILITIES

- Support the mission, ethos and values of MAP.
- Support and promote diversity, inclusivity and equality of opportunity in the workplace and externally.
- Work collaboratively with others in all aspects of our work.

PERSON SPECIFICATION

EXPERIENCE

- Experienced leader in the non-profit sector or public sector in a relevant field, preferably with experience of international development and work in complex, protracted emergencies.
- Track record of driving organisational change and delivering clear results.
- Experience implementing strategies and using data to inform decision-making.
- Experience of working with a Board and a good understanding of charity governance.
- Working at the Executive Director level or equivalent as part of the senior management team within a complex organisation with geographical spread.
- Evidence of understanding the needs of Palestinian communities living under occupation and as refugees.
- Evidence of understanding the complex political and diplomatic landscape charities working with Palestinians operate in.
- A clear understanding of the importance of shifting the balance of power and influence for disadvantaged groups and empowering marginalised communities.
- Line management of senior staff, preferably including management of staff at remote locations, and experience managing a diverse workforce.
- Track record of leading and representing organisations with multiple stakeholders and relationships and of building strong relationships of trust with partners and allies.

- Experience in managing programmes and substantial budgets and resources.
- Experience communicating and influencing effectively with external audiences to influence outcomes such as government, parliament, donors and the media.
- Working in the international sector preferably in the Middle East and/or working in conflict settings.

KNOWLEDGE, SKILLS AND ABILITIES

- A record of high-impact leadership in a fast-paced organisation working in difficult settings.
- Strong interpersonal and oral and written communication skills, including public speaking and media work.
- Sound financial management.
- Ability to inspire, empower and support people to achieve organisational objectives and sustained high levels of performance.
- Strong emotional intelligence and personal integrity.
- Diplomatic skills and political judgement.
- Ability to thrive under pressure and to navigate complex topics with significant scrutiny.

PERSONAL ATTRIBUTES AND OTHER REQUIREMENTS

- Able to travel extensively, mainly to Israel, Palestine and Lebanon.
- Able to work some evenings and weekends.
- Commitment to anti-discriminatory practice, inclusivity and equal opportunities.
- Commitment to upholding the rights of people facing disadvantage and discrimination.

TERMS AND CONDITIONS

This job description reflects the key requirements of the role and does not form part of your contract of employment. It can be amended from time to time as the needs of the organisation require and as appropriate to the role.

An offer of employment will be subject to satisfactory references and social media checks.



How to Apply

To apply for this role, please submit a copy of your CV/resume and a cover letter outlining your interest in the role and how you fulfil the requirements set out in the job announcement by clicking on the [following link](#).

If you have any questions about the role or organisation and would like an informal chat ahead of submitting a formal application, please reach out to Zoe Oldham at zoeoldham@darylupsall.com.

The deadline for application is Sunday December 1st 2024.

Stay updated on the latest jobs by subscribing to our [Global Charity Jobs](#) weekly bulletin and if you're looking for a rewarding career in the non-profit sector [register in our database](#).

Daryl Upsall International actively promotes equality, diversity and inclusion. In recruiting candidates, we seek candidates with the proven skills required; irrespective of race, gender, religion or belief, age, disability or sexual orientation.

