

Gavi Alliance Board Meeting

13 February 2023

Virtual Meeting

1. Chair's Introduction

- 1.1 Noting that the meeting had been duly convened and finding a quorum of members present, the meeting commenced at 14.00 Geneva time on 13 February 2023. Prof José Manuel Barroso, Board Chair, chaired the meeting.

2. CEO Appointment

- 2.1 The Chair introduced this item noting that the meeting marks the conclusion of a thorough and rigorous process to identify and recruit a new CEO for Gavi.
- 2.2 He recalled that the Board, in December 2021, had delegated to him, in coordination with the Governance Committee, the task of establishing and leading a Search Committee for the recruitment of a CEO to succeed Dr Seth Berkley from August 2023. He noted that he had presented the outcome of the Search Committee's work to the Governance Committee at its meeting on 9 February 2023 and that the Governance Committee had, as had the Search Committee and the Interview Panel, agreed unanimously to support the recommendation that Dr Muhammad Pate be appointed as the next CEO of Gavi.
- 2.3 The Chair provided a brief overview of Dr Pate's profile and experience to date, and also took the opportunity to recall in detail the different steps of the recruitment process which had culminated in the shortlisting of three candidates for interview in January 2023.
- 2.4 He highlighted that, as had been emphasised by the Board, the search was extensive, considered qualified candidates from all backgrounds and from all parts of the world and that the Search Committee had sought to look at a diverse pool of candidates to select the person who would be the best person to fulfil the role.
- 2.5 Finally, the Chair noted that, as had been indicated throughout the process, and to ensure confidentiality for all candidates, it would not be appropriate to share the names of the other candidates interviewed.

Discussion

- The Vice Chair and other Board Members who were members of the Search Committee reiterated that the process had been thorough and rigorous and that there had been a strong focus on considering a linguistically, geographically, gender and culturally diverse pool of candidates.
- Board Members commended the robust process and were unanimous in their support of the recommendation being presented to them for approval.
- A number of Board Members spoke very highly of Dr Pate and looked forward to his leadership and the important role he will play in taking forward the work of the Alliance.
- In response to some comments from Board Members around gender and diversity it was noted that the Search Committee had spent a lot of time discussing these issues throughout their deliberations. It was also noted that such issues had been discussed in depth with the interviewees and that Dr Pate had responded very well to related questions and that he is clearly a strong advocate for addressing any potential concerns in these areas.

Decision One

The Gavi Alliance Board:

- a) **Approved** that Dr Muhammad Pate be appointed as Chief Executive Officer (CEO), an Officer with individual signature authority on behalf of the Gavi Alliance, for a three-year term effective 3 August 2023; and
- b) **Delegated** to the Board Chair, with the guidance of the Search Committee, the authority to conclude and execute an Employment Agreement with Dr Muhammad Pate for his appointment.

3. Review of Decisions

- 3.1 Brenda Killen, Director, Governance and Secretary to the Board, reviewed and agreed the decision with the Board.

4. Closing remarks

- 4.1 The Chair noted that Gavi is very fortunate to have an excellent CEO who will continue to work tirelessly until the end of his term in early August 2023 and invited Dr Berkley to say a few words.
- 4.2 Seth Berkley, CEO, shared how pleased he had been to learn of the outcome of the recruitment process and noted that he had already had the opportunity to assure Dr Pate that he will be available to help his transition into the role in any way he can so as to ensure that both he and the Alliance are set up for success going forward.
- 4.3 Dr Berkley confirmed that he is fully committed to delivering on the priorities that the Board has set for the next six months and that he will ensure that the management team and the Alliance are in the best possible place when Dr Pate takes over.
- 4.4 After determining there was no further business, the meeting was brought to a close.

Prof José Manuel Barroso
Chair of the Board

Ms Brenda Killen
Secretary to the Board

Attachment A

Participants

Board members

- José Manuel Barroso, Chair
- Sarah Goulding, Vice Chair
- Takeshi Akahori
- Beth Arthy
- Awa Marie Coll Seck
- Mahima Datla
- Gabriella Fésus
- Aamer Ikram
- Zsuzsanna Jakab
- Robert Kargougou
- Naguib Kheraj
- Mansukh Mandaviya
- Violaine Mitchell
- Saad Omer
- Michael Kent Ranson (Alternate)
- Mphu Ramatlapeng
- Teresa Ressel
- John-Arne Røttingen
- Deena Schiff
- Anne Schuchat
- Lia Tadesse (Alternate)
- Rafael Vilasanjuan
- Yibing Wu
- Seth Berkley (non-voting)

Regrets

- Omar Abdi
- Kwaku Agyeman-Manu
- Anahit Avanesyan
- Edna Yolani Bátres (Alternate)
- Atul Gawande (Alternate)
- Mohamed Jama (Alternate)
- Alaa Murabit (Alternate)
- Bounfeng Phoummalaysith (Alternate)
- Juan Pablo Uribe
- Won Do-yeon (Alternate)
- Xiang Shu (Alternate)
- Juan Pablo Uribe
- Rhoda Wanyenze (Alternate)

Alternates Observing

- Joan Benson
- Jérémie Forrat-Jaime
- Joris Jurriëns
- Etleva Kadilli
- Silvia Lutucuta
- Bvudzai Magadzire
- Francesca Manno
- Kate O'Brien
- Joshua Tabah

Observers

David Sidwell, Former Gavi Board member, US
Jill Bausch, SRI Executive
Seamus McGardle, SRI Executive