



Job Description

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Job Title Group Chief Executive Officer	Job Location Dar es Salaam	Category -
Job Type Full Time	Job level Director / CXO	Industry Health & Medical
Open to Expatriates Only Open to Tanzanian Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry Health & Medical: 10 Years
Secondary Industry -	Primary Category -	Secondary Category -
Certificate -	Qualification -	

Summary

Comprehensive Community Based Rehabilitation in Tanzania (CCBRT) aims to be the preferred provider of accessible specialized health services in Africa and serves - as a healthcare social enterprise and through development programmes, the community and the most vulnerable. CCBRT is Tanzania's leading provider of disability and rehabilitation services and a strategic partner to the Government in delivering specialised healthcare services.

As part of its next phase of growth and sustainability, CCBRT is transitioning into a three-entity hybrid structure comprising an NGO arm, a virtual Company Limited by Guarantee for the Hospital and Medical College, and a Company Limited by Shares commercial arm. To strengthen this next chapter, we are seeking the Group Chief Executive Officer.

Responsibilities

The Group Chief Executive Officer will provide overall strategic and operational leadership of CCBRT, ensuring the effective integration and performance of all entities. The role is responsible for financial sustainability, high- quality service delivery, equitable access to care, institutional growth, and systems-level impact.

Strategic Leadership: Lead the implementation and evolution of CCBRT's strategy; position CCBRT as a leading integrated health system platform; and drive growth aligned with mission, sustainability, and service excellence.

Multi-Entity Integration: Provide Group-level leadership across the NGO, CLG, and CLS entities; ensure alignment between impact, clinical, academic, and commercial arms; and prevent organisational silos and resource fragmentation.

Financial Sustainability & Performance: Strengthen revenue streams, cost discipline, operational efficiency, and sustainability across payer systems, private services, training and education, and commercial ventures.

Government & Public-Private Partnership Leadership: Maintain and strengthen relationships with the Ministry of Health and its institutions, Ministry of Education, Ministry of Community Development, regulatory bodies, and other public institutions; influence policy and contribute to national health priorities.

Stakeholder Engagement & Resource Mobilisation: Build strong relationships with development partners, donors, private sector partners, strategic collaborators, staff, communities, and other stakeholders, positioning CCBRT as a trusted national and regional partner.

Organisational Leadership & Culture: Lead a multidisciplinary workforce across clinical, academic, corporate, and social impact functions; strengthen leadership capacity and succession planning; and foster accountability, excellence, and integrity.

Governance & Risk Management: Ensure strong governance across all entities, maintain effective Board engagement and reporting, and manage institutional risks, compliance, and reputation.

Education & Qualifications

- Proven CEO, Country Director, Regional Director, or equivalent senior executive leadership experience.
- Advanced degree in Business, Healthcare, Public Health, or a related field.
- Demonstrated track record in institutional transformation, scaling, growth, sustainability, and systems-level impact.
- Strong financial and commercial acumen, with experience in healthcare systems, social enterprise, public-private partnership environments, or comparable complex settings.
- Ability to lead complex multidisciplinary teams and strengthen leadership capacity, succession planning, accountability, excellence, and integrity.
- High integrity, credibility, resilience, decisiveness, systems thinking, and mission-driven business discipline

Requirements

- Experience managing complex organisations; multi-entity experience is strongly preferred.
- Strong financial and commercial acumen, with experience in healthcare systems, social enterprise, public-private partnership environments, or comparable complex settings.
- Minimum of 10 years of progressive experience in executive leadership, organisational management, healthcare administration, social enterprise, public sector, or a related field, including at least 5 years in a senior executive leadership role.

Driving Licence

Not Required

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