Program Director, CRI Health
Boston, MA

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About CRI Foundation

Improving the lives of the world's ultra poor

CRI Foundation, Inc. (CRI) is a small-staff, private family foundation with the mission of improving the lives of the world's ultra poor. The foundation is based in Boston, Massachusetts, and is staffed with professionals across the United States and abroad.

Through CRI Health, its primary grant-making program, CRI provides grants to organizations and entities dedicated to improving health outcomes in Africa. CRI seeks to support exceptional organizations and bring rigorous analysis to its NGO partners, serving as a strategic partner that sets high expectations for performance, critical thinking, learning from experience, and responding to evidence.

CRI is adding a Boston-based Program Director to the CRI Health program, who will work side-by-side with the current team. CRI has a relatively flat structure, and the new Program Director should be comfortable working in a collaborative environment.



Mission & Approach

Mission

Improving the lives of the world's ultra poor.

Programs

- **CRI Health:** The primary grant-making program, providing grants to organizations and entities dedicated to improving health outcomes in Africa.
- **CRI Research:** Geography and sector agnostic academic research funded through The Weiss Fund.

How CRI Partners

- **Deep partnerships:** CRI's funding approach is more than up-front due diligence and check writing. Extensive non-monetary support complements its financial contributions.
- **Connection-makers and consultants:** CRI leverages its investments by serving as connection-makers, strategy consultants, communications editors, analysts, and committee members.
- **The ideal NGO partner:** Nimble, responsive to data, and cost-effective. CRI works with NGOs of various sizes and stages of growth.
- **Flexible support:** CRI provides unrestricted program support as well as funding for discrete pilots or projects. The diversity of problems in the world merits a diversity of solutions, and CRI keeps an open mind about the types of organizations and support it will provide.

CRI Foundation Seeks a Program Director for CRI Health

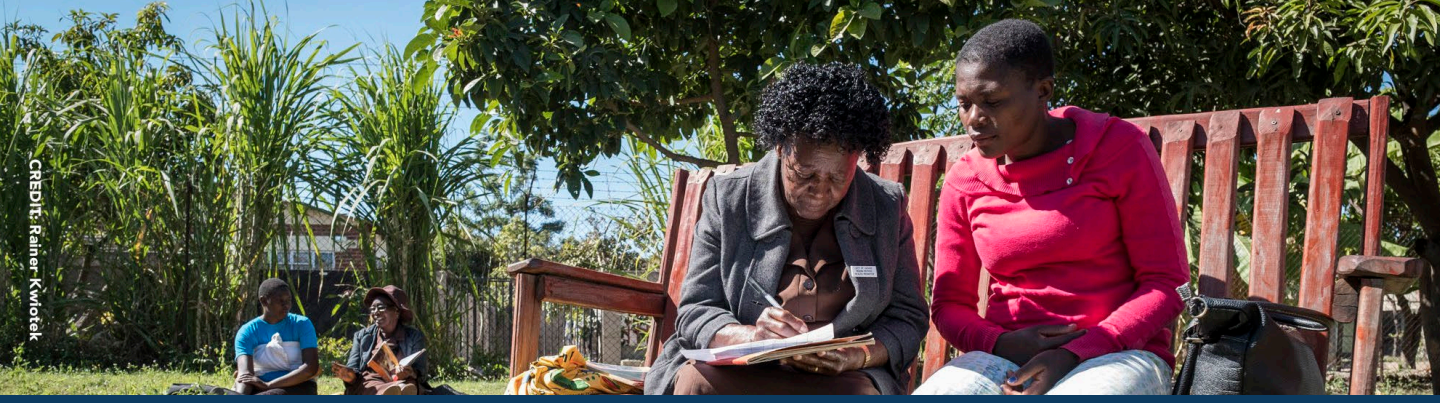
The Program Director, CRI Health, will lead the strategy, grantmaking, and overall management of CRI Health's portfolio. As a leader at the Foundation, this role requires strong analytical judgment, strategic thinking that balances big-picture vision with focused prioritization and execution, and the ability to translate evidence into effective funding decisions and measurable impact.

The Program Director will oversee the full grantmaking lifecycle, manage budgets and relationships with grantees and partners, directly oversee two direct reports, and provide leadership across staff. Working closely with Foundation leadership, the Director will help set strategy, manage priorities, allocate resources, monitor results, and continuously improve the program's effectiveness.

The position is based in Boston. Regular in-person presence three days a week is required, and to start, the person will be expected to be in the office four to five days a week.

Responsibilities include:

- **Strategy and Portfolio Management:** Develop and refine CRI Health's strategy, priorities, and grantmaking approach with Foundation leadership; identify high-impact funding opportunities through research, evidence review, and engagement with experts and potential partners; and adapt the portfolio as evidence and circumstances evolve.
- **Grantmaking and Grant Management:** Lead the grantmaking process, from opportunity assessment and due diligence through recommendations and funding decisions; oversee implementation, milestones, budgets, monitoring, and reporting; and build strong grantee relationships.
- **Budgeting and Financial Planning:** Develop and manage program budgets, forecasts, and grant allocations; monitor spending and commitments, identify financial risks, and communicate resource needs and trade-offs to leadership; and coordinate with operational and finance colleagues.
- **Team Leadership and Organizational Effectiveness:** Manage, mentor, and develop staff with clear priorities, roles, and accountability; promote a collaborative, high-performing culture grounded in sound judgment, transparency, and continuous learning; and improve internal processes and decision-making.
- **Partnerships, Evidence, and Learning:** Cultivate relationships with grantees, researchers, technical experts, and other funding partners; synthesize research and implementation evidence to guide funding decisions and assess impact; and represent CRI Health externally.
- **Other Responsibilities:** Contribute to Foundation-wide planning and initiatives, and take on additional responsibilities aligned with the role and the Foundation's evolving priorities.



The Candidate

Experience and qualifications:

- **Experience:** A minimum of 15 years of relevant professional experience within non-profit management or philanthropy.
- **Strategy and analysis:** Demonstrated ability to assess complex evidence, weigh trade-offs, make sound judgments under uncertainty, synthesize key insights and actionable recommendations for decision-makers, and translate analysis into strategic decisions.
- **Grantmaking and implementation:** Experience managing grants, programs, or investment portfolios, including due diligence, financial oversight, and performance monitoring.
- **Financial management:** Ability to develop and oversee budgets, assess financial trade-offs, and manage resources responsibly.
- **Quantitative skills:** Strong quantitative, research, and analytical skills, including experience interpreting data, designing research, evaluating evidence, and using quantitative analysis to inform strategic and funding decisions.
- **Leadership:** Experience managing and developing staff, navigating organizational growth, and building effective cross-functional relationships.
- **Communication:** Excellent written, verbal, and interpersonal communication skills, including the ability to engage effectively with senior leaders and external partners.
- **Approach:** Highly organized, proactive, adaptable, and comfortable working independently in a fast-moving environment.
- **Values:** A genuine passion for reducing poverty and improving the lives of people in low-resource settings, paired with humility, integrity, a positive attitude, and a natural inclination to be helpful and collaborative.

Preferred Skills and Competences:

- **On-the-ground experience:** Experience operating in Africa is strongly preferred.
- **Subject matter expertise:** Expertise in African health initiatives is preferred.



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Salary: Competitive salary commensurate with experience. The benefits are very compelling.

Location: Boston, MA. Boston-based is a requirement and remote is not possible. Regular in-person presence three days a week is required, and to start, four to five days a week.

CRI Foundation is an Equal Opportunity Employer. We do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or veteran status. All employment decisions are based on business needs, job requirements, and individual qualifications.

DR*i*Waterstone has been exclusively retained for this engagement. All first-round interviews for this position will take place via video conference with DR*i*Waterstone.

About DR*i*Waterstone

DRiWaterstone is a boutique executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.