

# GiveWell CEO Job Description / Role Expectations

GiveWell's CEO is responsible for GiveWell delivering on its overall mission.

## **Set GiveWell's strategy and safeguard GiveWell's core mission and values.**

- GiveWell has a clear strategy it communicates effectively to its stakeholders and follows to achieve its goals. Team members understand and are motivated to execute on that strategy.
  - GiveWell grants are consistently evaluated based on transparent, legible assessments of their cost-effectiveness or other cases that they provide great value for money.
  - Donor interests or preferences (beyond GiveWell's core mission and values) don't dictate or unduly influence GiveWell's research agenda.
- GiveWell maintains its commitment to truth-seeking and transparency.
  - GiveWell publishes its high-quality research in a timely manner.
  - It regularly receives intense scrutiny from outsiders, and its research holds up under that scrutiny.

## **Build and lead a high-performing team.**

- GiveWell's team has the capacity and capabilities to deliver on its strategy.
- Everyone at GiveWell has clear goals that roll up to our organizational goals. We track performance against these written goals. We have accurate, timely, and internally transparent metrics that are used to drive business decisions.
- The GiveWell leadership team is strong and stable and the GiveWell team is high-performing.
- GiveWell's senior leadership (now: Department Heads and Research Leadership Team) is recognized outside of GiveWell for excellence and is capable of managing their domain without significant input or oversight from the CEO.
- There are at least two senior leaders capable of filling the CEO role on an interim (3-6 month) basis, if necessary, without major negative consequences for GiveWell.
- There is a clear succession plan approved by the Board and understood and supported by the senior leadership team.
- GiveWell has a Board of 5 to 9 independent directors that consistently attend meetings, review materials carefully, and engage with the CEO outside of meetings. Every Board member is individually adding value.

## **GiveWell raises significant funds.**

- GiveWell achieves board approved targets for fundraising (currently \$500M by 2030), and we hit the interim milestones necessary to stay on track toward that goal.

## **Monitor and mitigate major risks.**

- GiveWell's senior leadership looks for and takes actions to mitigate key risks that could substantially affect GiveWell's trajectory.

- We maintain a strong financial position with substantial runway to maintain operating expenses through short-term “dips” and a diversified donor base so GiveWell’s ability to meet goals and targets is not materially hampered by any single donor going away.