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Executive Profile

President and CEO

UKRAINE-MOLDOVA AMERICAN ENTERPRISE FUND

The Opportunity

UMAEF is seeking an exceptional President and Chief Executive Officer to succeed its long-serving leader following a decade of successful performance. The President and CEO will provide strategic, operational, and relationship leadership at an important stage in UMAEF's evolution and at a critical time for Ukraine and the wider region.

Reporting to the Board of Directors, the President and CEO will lead a mission-driven investment and economic development organization with a distinctive model, deep regional experience, and a significant role in supporting private-sector development. The successful candidate will ensure that UMAEF continues to deploy its capital effectively, deliver measurable development impact, maintain the confidence of its stakeholders, and build the organizational capabilities required for the next phase of its work.

The role combines executive leadership, public representation, stakeholder management, investment judgment, and operational oversight. It will require an individual who can operate with credibility across the United States Government, the governments of Ukraine and Moldova, business leaders, development partners, international financial institution-partners, investor community, and civil society.

Key Responsibilities

Strategic Leadership and Organizational Direction

- Develop and execute UMAEF's strategic plan, articulate and promote its mission and vision, and translate strategic priorities into measurable organizational and development impact.
- Work closely with the Board to assess emerging opportunities and risks, maintain alignment with the Fund's Grant Agreement and US Government priorities, and ensure that UMAEF remains focused, effective, and responsive in a fluid operating environment.
- Build and maintain relationships with US Government, Ukrainian, Moldovan, investment, development, and other strategic stakeholders.
- Advocate for UMAEF's mission and priorities across the region and internationally.

Investment and Fund Oversight

- Oversee UMAEF's direct and indirect investment activities in collaboration with program directors and the wider team.
- Participate in investment decisions across venture capital, SME, energy, and growth-equity programs.

- Monitor indirect investments managed by Horizon Capital and oversee co-investment relationships.
- Escalate material opportunities and issues to the Investment Committee and Board as appropriate.
- Apply sound commercial judgment while ensuring that investment activity supports UMAEF's development objectives and strategic interests in the region.

Operations, Risk and Compliance

- Identify and mitigate organizational risks and monitor compliance with legal and regulatory requirements and the Grant Agreement.
- Oversee direct and indirect employees responsible for UMAEF's operations, including human resources, program delivery, contracts, records management, budgeting, financial reporting, and organizational systems.
- Oversee the Fund's relationship and contractual arrangements with Horizon Capital.
- Maintain robust systems for measuring, evaluating, and reporting development impact.
- Ensure that UMAEF maintains appropriate business-continuity, cybersecurity, staff-safety, and organizational-risk-management arrangements, reviewing these regularly as circumstances evolve.

People and Culture

- Recruit, develop, and retain a high-performing team.
- Identify future staffing needs and maintain an efficient functional structure.
- Foster a positive, inclusive, and accountable working environment.
- Provide opportunities for professional development and ensure that team performance is aligned with UMAEF's mission and priorities.

Board Governance and Financial Management

- Maintain a strong, transparent, and constructive relationship with the Board Chair, Board committees, and individual directors.
- Provide regular reporting on UMAEF's activities, performance, finances, risks, and strategic priorities.
- Collaborate with the Board on governance, strategic planning, and succession matters.
- Oversee budget development with the CFO, Executive Vice President, and program directors.
- Supervise financial reporting and prepare annual reports for the Board and key stakeholders.

Investment-Adjacent Program Development and Funding

- Oversee the design, procurement, and monitoring of investment-adjacent projects, contracts, and grants that support investment readiness and economic development.
- Identify new funding sources and pursue grants and other funding opportunities.

- Participate in grant development and maintain strong relationships with institutional donors and development partners.
- Support the development of new programs that advance UMAEF's mission and strategic objectives.

Stakeholder Engagement and External Representation

- Serve as UMAEF's principal relationship leader with the Office of the Coordinator of US Assistance to Europe, Eurasia, and Central Asia (EUR/ACE), the US Embassies in Ukraine and Moldova, relevant US Government and Congressional stakeholders, and other public-sector partners.
- Build and maintain effective relationships with the governments of Ukraine and Moldova, portfolio-company management teams, potential co-investors, the US International Development Finance Corporation, and other international financial development institutions.
- Represent UMAEF at conferences, public events, media and online interviews, and other forums.
- Oversee, with the communications team, a clear and compelling communications strategy covering government, donors, investors, partners, staff, and the wider public.
- Support prominent regional and international events and maintain constructive relationships with Ukrainian and Moldovan diaspora communities.

Technology and Innovation

- Evaluate and implement technologies and innovations that can improve UMAEF's effectiveness, operational resilience, development impact, and ability to serve its stakeholders.
- Encourage a culture of innovation and continuous improvement across the organization.

Candidate Profile

UMAEF is seeking a senior executive with at least 15 years of leadership experience in international development, investment management, finance, or a related field. The successful candidate will combine strategic perspective with practical operating experience and will have demonstrated the ability to lead complex organizations in dynamic, politically sensitive, and internationally connected environments. The candidate will bring significant experience in venture capital, private equity, development finance, or a related investment environment, including the evaluation and oversight of direct and indirect investments across venture, SME, and growth-equity contexts. Experience with fund structures, co-investments, external fund managers, complex funding streams, Board leadership, organizational change, compliance, risk management, development-impact measurement, business continuity, cybersecurity, technical assistance, grants, advisory programs, and US Government stakeholders will be highly relevant. The role requires outstanding written, verbal, and public-communication skills, including the ability to make complex investment, financial, and technical matters accessible to non-technical audiences.

Essential Qualifications and Experience

- US citizenship.
- Fluency in English and Ukrainian; Romanian-language capability is desirable.

- An advanced degree, such as a JD, MBA, or MA, in business, finance, economics, law, or a related discipline is preferred.
- At least 15 years of senior leadership experience in investment management, international development, finance, or a related field.
- A proven record of developing and executing organizational strategy and translating vision into measurable impact.
- Experience leading complex organizations in dynamic and politically sensitive environments.
- Strong experience working with Boards of Directors, including governance, strategic planning, and reporting.
- Demonstrated success recruiting, managing, and developing high-performing teams.
- Significant experience in venture capital, private equity, development finance, or related investment fields.
- Experience evaluating and participating in direct and indirect investment decisions across venture, SME, and growth-equity investments.
- Familiarity with fund structures, co-investments, external fund managers, and complex funding streams.
- Strong financial-management experience, including budgeting, financial reporting, and oversight of complex funding sources.
- Proven operational management experience, including oversight of programs, human resources, contracts, and organizational systems.
- Experience with compliance, risk management, and legal and regulatory requirements in donor-funded or grant-supported organizations.
- Expertise in monitoring, evaluation, and learning, including measuring development impact and organizational effectiveness.
- Experience developing business continuity, cybersecurity, and organizational risk management systems.
- Experience designing, procuring, and overseeing technical assistance projects, grants, and advisory programs that support investment readiness and economic development.
- Familiarity with economic development programming and private-sector capacity building.
- Demonstrated experience working with the US Government as a contractor, grantee, implementing partner, or comparable stakeholder.
- Familiarity with US Government compliance, reporting, and stakeholder-engagement requirements.
- A strong record of managing relationships with US and foreign government officials, donors, and international partners.
- Experience securing funding from institutional donors and other stakeholders.
- Excellent written, verbal, and public-communication skills.
- Significant professional experience in Ukraine and/or Moldova is strongly preferred; experience in Poland and Romania is also valuable.

- Familiarity with the political, economic, and institutional challenges of countries transitioning from centrally planned systems toward democratic governance and market economies is highly desirable.
- Willingness and ability to reside in Kyiv for at least 50% of the year once a viable ceasefire is in place. Until then, willingness to undertake periodic travel to Ukraine, subject to security considerations and consultation with the Board.

Leadership Characteristics

- Intellectual range, sound judgment, personal integrity, and resilience in a complex and changing environment.
- A collaborative, low-ego leadership style, with the ability to listen carefully and build trust across different institutional and cultural settings.
- The ability to make timely, accountable decisions while balancing mission, investment, operational, and stakeholder considerations.
- Comfort moving between strategy and detail, from engaging the Board and reviewing investment opportunities to supporting team members and representing UMAEF publicly.
- Empathy for the region and its people, a strong commitment to UMAEF's mission, and the credibility to act as a responsible steward of public and private resources.

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About Boyden Global Executive Search

Established in 1946, Boyden pioneered the first organized approach to executive search. Boyden has a network of more than 350 professionals in over 75 offices in 45 countries. Worldwide, the Boyden culture is based on professionalism, integrity, high personal partner involvement, and a commitment to exceed client expectations.

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