



Chief Community Officer

JOB DETAILS	
Job Title:	Chief Community Officer (CCO)
Reports to (title):	Chief Executive Officer (CEO)
Date of this version:	July 2026
Version review due:	12 months after appointment, and thereafter in line with Cochrane's job-description review cycle.

PURPOSE OF THE JOB
The Chief Community Officer (CCO) is the executive leader responsible for shaping and delivering Cochrane's global community strategy. The role will strengthen the contribution, influence, and experience of members, contributors, leaders, partners, and collaborators, ensuring that the community is central to Cochrane's strategy, transformation, and long-term sustainability. The Chief Community Officer will lead community engagement, membership, participation pathways, learning and support, events, and global partnerships. They will embed co-production, transparency, shared leadership, and equitable global participation, with particular emphasis on strengthening leadership and influence from the Global South. As a member of the Executive Leadership Team, the postholder will work closely with the Chief Executive Officer, Editor in Chief, and Chief Operating Officer to align community, scientific, operational, and innovation priorities. They will ensure that AI-enabled approaches and future evidence models are scientifically responsible, community-informed, operationally deliverable, and aligned with Cochrane's mission and values. The successful candidate will be an established and credible Cochrane leader who is based in, from, or has strong professional and leadership roots in the Global South, with substantial experience of evidence synthesis and collaboration across complex international networks.

PRINCIPAL ACCOUNTABILITIES/KEY RESULT AREAS**Community strategy, participation, and equity**

- Develop, deliver, and evaluate a coherent global community and membership strategy aligned with Cochrane’s organisational priorities.
- Design inclusive participation, leadership, mentorship, and progression pathways that give community members clear routes to influence and help deliver Cochrane’s strategy.
- Set and deliver measurable objectives for equitable global participation, particularly increased leadership, visibility, and influence from the Global South.
- Use participation data, feedback, and community insight to identify barriers, target support, and report progress and impact.

Community leadership, learning, and convening

- Act as a visible, trusted, and accessible executive leader, building shared purpose, transparency, collaboration, and confidence through organisational change.
- Provide strategic and people leadership for community-facing teams and functions, setting clear priorities and aligning resources with the community strategy.
- Set the strategic direction and success measures for Cochrane Colloquia, learning programmes, and other major community events, ensuring scientific value, inclusion, connection, and financial sustainability.
- Promote accessible virtual, hybrid, and regionally led approaches that broaden participation and strengthen capability.

Partnerships, co-production, and innovation

- Develop and steward strategic relationships with regional networks, institutions, universities, policymakers, funders, patients, and the public that secure investment, expand participation, and support sustainable locally led leadership.
- Strengthen co-production between community contributors, central teams, and external partners across evidence production, methods, governance, and strategic initiatives.
- Work with the Editor in Chief and Chief Operating Officer to ensure that digital innovation, AI-enabled approaches, and future evidence models are scientifically responsible, community-informed, and operationally deliverable.

Executive and organisational leadership

- Contribute as a member of the Executive Leadership Team to organisational strategy, culture, governance, transformation, risk management, and prioritisation.
- Manage agreed budgets, resources, and delivery plans, with clear measures of progress, impact, and accountability.
- Represent Cochrane externally and strengthen its visibility, influence, and strategic relationships across research, policy, global health, and funding communities.

PERSON SPECIFICATION

Essential experience and expertise

- Significant senior leadership experience in a complex, mission-driven, volunteer-led international organisation, network, or partnership.
- An established and credible leader within the Cochrane community who has deep knowledge of Cochrane's culture, values, governance, scientific mission, and collaborative ways of working, and who is based in, from, or has strong professional and leadership roots in the Global South.
- Substantial experience of conducting or leading evidence synthesis activities involving multiple contributors, groups, or international teams, supported by a strong understanding of systematic reviews, guideline development, and evidence-informed decision-making.
- Proven experience of leading organisational, digital, technological, or cultural change and securing commitment to new ways of working across diverse teams and stakeholder groups.
- Demonstrated experience of advancing equity, inclusion, co-production, and global participation through locally led priorities, equitable partnerships, and inclusive leadership.
- Proven experience of leading and developing multidisciplinary teams, managing budgets and resources, and translating strategy into prioritised delivery plans with measurable outcomes.
- Experience of working effectively with boards or governing bodies, supporting sound decision-making, and managing strategic, reputational, and delivery risks.
- Ability to engage critically with the opportunities, risks, and ethical implications of AI, digital innovation, and future evidence models, and to translate these issues for community, scientific, and leadership audiences.

Highly desirable experience and expertise

- Established reputation and credibility within the global evidence synthesis community.
- Proven experience of developing international partnerships across research, policy, or global health that have expanded participation, secured resources, strengthened regional capability, or delivered shared strategic outcomes.
- Experience working with evidence intermediaries, policymakers, guideline developers, funders, or knowledge translation organisations.
- Experience designing and leading inclusive global events, hybrid convenings, or international community programmes.

Skills and personal attributes

- Strong strategic judgement and operational pragmatism, with the ability to set priorities, allocate resources, make difficult trade-offs, and translate strategy into sustained delivery.
- Exceptional communication, facilitation, and influencing skills, with the ability to listen to diverse perspectives, build alignment, navigate challenge, and communicate complex issues clearly.
- Exceptional stakeholder engagement and relationship-building skills across cultures, disciplines, and seniority levels.
- A collaborative, empathetic, enabling, and values-driven leadership style that fosters trust, shared ownership, and meaningful community participation.
- Resilience, sound judgement, and diplomacy under pressure, with the ability to operate effectively through ambiguity, disagreement, and organisational change.
- Strong commitment to scientific integrity, independence, transparency, and equity.

KEY INTERFACES

Internal: Chief Executive Officer; Executive Leadership Team; Governing Board and relevant committees; Senior Management Team; community-facing teams; Cochrane Groups and community representatives.

External: Strategic partners, funders, policymakers, patients and the public, academic and research institutions, regional networks, universities, evidence organisations, governments, and international agencies.

DIMENSIONS

Budgetary responsibility: Accountable for agreed community, engagement, learning, events, and partnership budgets, with delegated authority defined through Cochrane's financial framework.

Number of direct and indirect reports: Leads designated community-facing functions and teams; the final reporting structure and number of posts will be confirmed before appointment.