

Vacancy NEC member WMDA

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Pillar / Scope	P0 / General req	Status	Confidential

Position	Member of the Supervisory Board (Finance and fundraising- expertise) World Marrow Donor Association Profile: Financial Position type: Non-executive council
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	WMDA Group definition	Non-Executive Council
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General

About the Organization


Founded in 1994, the World Marrow Donor Association (WMDA) is a global community association of donor registries, cord blood banks, donor centers, donation centers, HLA experts, researchers, technologists, and industry partners. At the WMDA, our mission is to ensure that every patient in need of a stem cell transplant has access to the most suitable donor. Achieving this requires a robust, global infrastructure that connects registries, cord blood banks, and transplant centers worldwide.

WMDA is a global leader, operating a search and request platform that not only helps increase the number of patients transplanted but also plays a crucial role in the digitalization of healthcare. It offers a unique collaborative environment focused on three core areas: selecting the most suitable stem cell source, optimizing donor care, and ensuring quality. Through strong partnerships with global regulatory agencies, registries, and industry partners, WMDA continues to champion harmonization and advancements in stem cell therapy worldwide.

WMDA is an international community of more than 1,700 experts from five regions across 57 countries. With 102 member organizations, WMDA forms a powerful alliance of peers, thought leaders, and organizations committed to donor care and transplant selection.

The mission is clear: together with its members, they work towards a reliable supply of life-saving cells, with care and safety for both patients and donors:

- Search, Match, and Connect: an optimized global environment that helps patients find the most suitable cell source.
- Global Development: Supporting members in their growth and development, so that more patients find a suitable match.
- Donor Care: Protecting and promoting the rights and safety of stem cell donors.



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- **Quality:** Ensuring product quality and international collaboration through standardization.
 - **Driving Member Engagement:** Safeguard and elevate the voice of our members.
- In addition to maintaining strong, community-based engagement with its members worldwide, the organization is evolving into an IT-driven platform to create a world-wide integrated system for transplant searches and all related information exchange. From 2026 onwards, the focus will be on further strengthening and expanding the IT component, shaping the organization into a true WMDA 2.0. WMDA stands for connection, inclusivity, dedication, reliability, and inspiration. These core values form the foundation of all our actions and are tangible in everything we do. WMDA has a budget of €2.3 million and derives most of its income from membership fees. The Membership Board consists of seven volunteer members, and the office is led by a CEO. WMDA employs 23 people.


Requirements

Governance structure WMDA/ Composition of the NEC

WMDA operates in a unique and specialized field, where a combination of IT, medical and general financial and administrative oversights are crucial. Since 2025, WMDA has transitioned in an organization with a Management Board which consists of one member: Chief Executive Officer (CEO) and Non-executive-council (NEC), working closely with the Membership Board. The Membership Board represents the Association members and appoints the NEC. The General Members' Meeting is the sovereign authority of the Association. Considering this structure, professional oversight in accordance with the latest governance requirements is essential for WMDA's functioning.

The NEC forms a complementary team that collectively possesses the necessary knowledge and skills to provide general and independent oversight of the policies and strategies of the WMDA and checks its compliance with Dutch law. Its members, represented by it's Membership Board are accountable for the Association's continuity, legal and financial compliancy, IT and risk management.

The NEC operates independently of the WMDA's Management Board and Membership Board. The NEC serves four key roles: it acts as the employer of the management board, ensures compliance, and provides advice to the management board, while also serving as ambassadors for the organization. Members of the NEC are not involved in the day-to-day operations of the organization and do not assume any operational responsibilities. This distinction is essential for maintaining the



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integrity of the council's supervisory role, enabling members to provide unbiased guidance and ensure compliance with governance standards. All decisions made by the NEC are reflective of its independent judgment, free from any conflicts of interest, ensuring accountability to the stakeholders. The NEC works collaboratively yet remains constructively critical. NEC-members respect each other's expertise, challenge assumptions when needed, but always return to the organization's mission. Openness and transparency guide decision making and information exchange, ensuring that stakeholders trust the NEC's judgements and that governance remains accountable and effective. The council meets 4 times a year, excluding committee meetings. The term of office for members is four (4) years and is renewable once to a maximum of two (2) terms (eight (8) years). Reappointment of a member for a second term is carefully considered and not guaranteed. Liability insurance is in place.

Your Profile

We are looking for an experienced professional to join our NEC with a solid understanding of governance within (international) member-driven associations. The current members of the NEC possess broad skills sets that jointly cover all major organizational domains. By combining the Chair's healthcare-and-legal knowledge, the second member's business and IT expertise, and the new member's finance-and-fundraising, the NEC can effectively fulfill its duties and help guide the development of WMDA. The NEC is therefore looking for a new member to add to that skill set with a particular focus on financial (auditing) expertise and fundraising in a non profit market, not only on the European market (EU-grants) but also in the tradition of institutionalised charitable fundraising in the US market on giving.

The key qualifications of the NEC member will therefore include:

- Builds trust, creates understanding, and brings strong expertise and soundboarding experience in guiding the WMDA in building a strong fundraising foundation in the EU and US market.
- Oversee the organization's finances by reviewing budgets, annual reports, and risk-management cycles; bring a demonstrated experience working with auditors and audit processes, and lead the financial audit and risk assessment processes
- Strengthen the council's oversight of financial and auditing stewardship, risk management and sustainability
- Bring specialist insight to ensure effective oversight of the financial and fundraising aspects of the association's activities
- Experience chairing audit committees as well as raising funds from diverse sources for NGOs.



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- Have a good understanding of an Association's role definition and demonstrated leadership experience, ideally as a director or supervisory board member in an organization with a similar governance structure and scope of activities. Post doc governance education for non-executive council is a plus.
- Serve as a trusted bridge between diverse stakeholders, including regulatory agencies, donor registries, and other partners in the field of stem-cell therapy fostering alignment on key priorities.
- Knowledge of IT and hematology or stem-cell transplantation is a plus.
- Communicate effectively with full professional written and spoken English language proficiency

Remuneration - Integrity and Diversity

Naturally connects strategy with what matters to members, making sure everyone feels heard and included. Strong interpersonal sensitivity, communication skills and collaborative leadership. Able to connect and align diverse perspectives from the CEO, NEC, membership board and cooperative members.

- Independent, critical, and unbiased judgment.
- No direct or indirect interests compromise independence.
- Acts with integrity, discretion, and avoid conflicts of interest.
- Contributes to a balanced board (gender, age, background, expertise).
- Operates in line with values such as transparency, sustainability, and client focus.

The composition of the NEC is pivotal to achieving effective governance and oversight at the WMDA. While there are no specific requirements or preferences concerning gender, age, or other demographic factors for this vacancy, we value a balanced and diverse council that reflects varied perspectives. The ideal candidate will contribute to the council's diversity in terms of professional expertise, experience, and individual backgrounds, fostering an inclusive environment that enriches decision-making and aligns with the organization's mission.

Remuneration for this position is € 10.000 on a yearly basis.

If you are interested in joining our worldwide organization, please send your CV and motivation letter by e-mail before 15 January 2026 to Ms. Christine Beerepoot, Chair NEC christine.beerepoot@wmda.info. For any questions, both the Chair and Vincent The, member of the NEC can be reached at T. +316 2120 9521 resp. T. +31 6 1816 6126



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