



Director of Policy and Advocacy

About Seed Global Health

Seed Global Health (Seed) envisions a world in which every country is strengthened by a robust health workforce that can meet the health needs of its population. We partner to train nurses, midwives, and physicians, building health teams that can provide high-quality care and save lives. We do this by strengthening clinical care delivery, improving health workforce education, and supporting policies that enable health professionals to succeed. Seed is dedicated to creating lasting change in the health systems of our partner countries: Malawi, Sierra Leone, Uganda, and Zambia. To ensure that these changes are durable, we form deep local partnerships that inform our work at both the individual and systems levels. Together, we are creating a multi-generational impact to not only treat today's problems, but solve for tomorrow's.

Position Summary

The Director of Policy and Advocacy (DPA) advances Seed's policy objectives by contributing energy, passion, and skills in collaboration with Seed's country and global teams, in a fast-paced workplace during a time of rapid growth and global engagement. Reporting to the CEO, the DPA serves as a subject matter expert for the organization on topics including advocacy campaigns, public policy initiatives, public sector engagement, and other related issues. The DPA will provide recommendations on strategic areas for advocacy, direct policy research and collaboration, support prioritization of the organization's policy agenda, develop advocacy tools, compile research and evidence, and lead our teams in policy and advocacy activities. This position partners closely with organizational leadership to ensure the linkage of policy initiatives to other programmatic and strategic communications objectives.

Duties and Responsibilities

In collaboration with relevant team members, responsibilities include the following:

- **Support development and prioritization of activities within Seed’s global policy agenda with a specific focus on policies supporting investment in human resources for health (HRH)**
 - Collaborate with CEO, Managing Director of Development (MDD), and Managing Director of Program and Innovation (MDPI) to identify key policy priorities for Seed and to help support related research, engagement, and advocacy
 - Lead ongoing review and compiling of evidence on investments in HRH including creation of case studies and issue briefs
 - Facilitate opportunities for dissemination of policy positions and evidence by Seed including manuscripts, conferences, and other opportunities
 - Collaborate with Communications staff on drafting key messages and policy prescriptions to be delivered by CEO, MDD, MDPI, and any other staff during global convenings
 - Manage policy team activities and planning including development of organizational policy objectives, departmental budget, and annual work plans.
 - Monitor trends and changes in the global landscape related to HRH investment

- **Support development of policy strategies in Malawi, Sierra Leone, Uganda, and Zambia to align with and magnify the impact of Seed’s existing programs and partners in each country**
 - Oversee initial landscape assessments of stakeholders, challenges, and priorities in Seed focus countries to help identify opportunities for policy engagement
 - Develop strategies to align Seed’s policy agenda with the objectives and activities of in-country stakeholders and partners
 - Consolidate and manage evidence on investments in country in HRH on an ongoing basis and translate this evidence into case studies and briefings
 - Partner with Country Directors, CEO, MDD, MDPI, Senior Manager of Communications, and other staff to help identify key policy priorities in country for investigation, research, engagement, and advocacy
 - Develop policy briefings to support the in-country teams and partners in identifying and working to address key policy challenges in country
 - Identify opportunities for dissemination of country specific policy positions and evidence by Seed including manuscripts, conferences, and other opportunities
 - Help build in-country policy teams/ leads who will lead the in-country efforts

- **Support global efforts to increase awareness and investment in HRH**
 - Lead opportunities to engage NGOs, government agencies, general audiences and funders who can support advocacy objectives through collective action
 - Collaborate with other actors in the HRH space to align Seed's efforts with existing strategies to spur investments in HRH
 - Lead development of Seed's global policy positions on HRH investments and identify opportunities to publicly advance these positions
 - Develop policy and advocacy data sets and conduct background research to help strengthen arguments for HRH
 - Provide counsel to the CEO on thought leadership for Seed's overall mission and activities in writing and media opportunities as appropriate
 - Other activities as assigned

Qualifications

- Passion and commitment to Seed's mission
- Strong sense of accountability, personal initiative, and responsibility
- Excellent interpersonal skills, including flexibility and a sense of humor
- Excellent writing and communication skills
- Experience writing for publication (articles, blogs etc)
- Demonstrated cross-cultural sensitivity and ability to build respectful relationships with colleagues from different cultural, linguistic, and educational backgrounds
- Ability to work collaboratively in a fast-paced and building organization work environment
- Experience in public policy analysis, formation, and advocacy
- Experience in external communications, written or visual including interviews, presentations, and remarks
- Experience living/working in limited resourced environments for extended period of time
- MPA, MPH, and/or PhD preferred
- Familiarity with Google suite and Microsoft office applications

Working Conditions

- Africa preferred, Possibility Open
- Up to 40% travel time may be requested, domestically and internationally

Compensation

Competitive salary commensurate with experience

Seed is an equal opportunity employer that prohibits discrimination and harassment of any type, including without limitation on the basis of race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristics protected by federal, state, and local law.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, transfer, leaves of absence, compensation, and training.