



## Policy and Advocacy Consultant

### *About Seed Global Health*

Seed Global Health (Seed) envisions a world in which the health needs of every country are met by a robust, compassionate, and motivated health workforce. 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 thrive. 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 seek to create a multi-generational impact not only to address today's problems, but solve tomorrows.

### Position Summary

The Policy and Advocacy Consultant will play a key role in advancing Seed's evolving policy portfolio, during a time of rapid growth and global engagement. Reporting to the CEO the Policy Consultant supports Seed's advocacy efforts, public policy initiatives, multi-sector HRH engagement, and other related workflows. The Consultant will work with the CEO to strategically build Seed's capacity to effectively act as a leading voice for transformative policies that strengthen health workforce training, protection, and retention on the African continent. The Consultant will help develop advocacy tools, compile research and evidence, assist with writing to a variety of audiences (for example, academic publications, lay opinion pieces) and work with our country teams around specific policy and advocacy initiatives in those settings.

### Duties and Responsibilities

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

- 1. Building Seed's internal knowledge base and understanding of the complex human resources for health (HRH) landscape**
  - Conduct an in-depth mapping exercise that identifies key stakeholders currently occupying the HRH space, their stated and understood roles, workflows, funding sources as applicable, and other relevant information with special attention to the African continent

- Compile, organize, and synthesize relevant available literature/technical material that is emerging about HRH with special attention to the African continent
  - Conduct research from relevant sources to support the development of evidence based policy arguments for substantially increasing investments in HRH
  - Positioning Seed for inclusion at major policy events and conferences by submitting session applications, supporting management of Seed leadership speaking engagements by drafting talking points, and supporting event and conference follow-up
  - Monitor trends and changes in the global landscape related to HRH investment
- 2. Identify opportunities for and assist in writing/editing/revising and submitting position papers, issue briefs, academic manuscripts, case studies, and other materials that advance Seed’s policy positions with respect to HRH investments in Africa**
  - 3. Support broader global efforts to increase awareness and investment in HRH**
    - Assist with engagement of NGOs, government agencies, multilaterals, general audiences and funders to support advocacy objectives through collective action
    - Collaborate with actors in the HRH space to align Seed’s efforts with existing strategies to spur investments in HRH
    - Represent Seed externally as designated to support global policy and advocacy priorities
  - 4. Support development of policy strategies that amplify the impact of Seed’s existing education and training programs in each partner country**
    - Assist country teams with HRH policy landscape assessments to help identify opportunities for engagement
    - Liaise with anticipated Africa-based Policy and Advocacy Associate hire to help advance Seed’s policy agenda on the continent
  - 5. Other policy and advocacy related activities as assigned**

## Qualifications

- Passion and commitment to Seed’s mission
- Strong sense of accountability, personal initiative, and responsibility

- Excellent interpersonal and communication skills, including flexibility and a sense of humor
- Excellent writing skills with specific experience writing for publication
- 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
- Familiarity with the current HRH landscape on the African continent, relevant stakeholders, political and pragmatic challenges and opportunities.
- Experience in health care related public policy research, analysis, formation, and advocacy
- Experience in external communications, written or visual including interviews, presentations, and remarks
- Experience living/working on the African continent for an extended period of time preferred
- MD, MPP, MPA, MPH or other relevant advanced degree preferred
- Familiarity with Google suite and Microsoft office applications

### Working Conditions

- Location - Addis Ababa, Nairobi or Kampala.
- Up to 40% travel time may be requested, domestically and internationally
- Position - 6 months to a 1 year FTE contract

### 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.