



Senior Director of Policy

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 tomorrows.

Position Summary

The Senior Director of Policy advances Seed's global policy and supports country objectives in collaboration with both country and global teams, bringing expertise, passion, and strategic vision to a fast-paced and rapidly growing organization. Reporting to the CEO, the Senior Director serves as Seed's subject matter expert on health systems policy, covering key areas such as human resources for health, climate and health, health financing, public sector engagement, and related issues. This role includes high-level representation of Seed at global forums, shaping policy recommendations, directing policy research, and supporting strategic advocacy initiatives. Additionally, the Senior Director will collaborate with Seed's executive and leadership teams to align policy efforts with broader programmatic and communications goals.

Duties and Responsibilities

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

- Develop and prioritize Seed's global policy agenda, focusing on health systems strengthening (HSS), investments in health, climate and health, and the critical role of the health workforce
 - Collaborate with CEO, Chief Development Officer (CDO), Chief Program and Innovation Officer (CPIO), Senior Director of Communications, and the Director of Advocacy and Media, to identify and advance key policy priorities. Support related research, engagement, and advocacy with a focus on HSS, health financing, climate and health, and human resources for health (HRH)

- Lead ongoing review and compiling of evidence on investments in health, health systems and HRH globally including creation of case studies and issue briefs
 - Facilitate opportunities to disseminate policy positions and evidence, and develop policy influence campaigns, including manuscripts, conferences, and other platforms, working closely with the communications and advocacy team
 - Manage policy team activities and planning including development of organizational policy objectives, departmental budget, and annual work plans collaborating closely with Country Directors
 - Oversee development of data sets and conduct background research to strengthen arguments for health investments, the impact of health on other sectors, climate and health action, and HRH prioritization
 - Monitor trends and changes in the global landscape related to HSS, HRH, health financing, climate and health investment
 - Lead special projects, representing Seed at events and meetings and serving as the main policy contact for partners, including bilateral, multilateral, and non-governmental organizations.
- **Support the impact of Seed’s programs and partners at a global policy level**
 - Supervising the Director of Regional Policy (DRP), understand and monitor stakeholders, challenges, and priorities in Seed focus countries to help identify opportunities for global policy learning and engagement
 - Represent Seed’s program work at global convenings as requested
 - Working closely with the DRP, and in collaboration with the Director of Advocacy and Media, identify opportunities for dissemination of country specific policy positions and evidence by Seed including manuscripts, conferences, and other opportunities
 - Identify opportunities to accelerate country level health system investments through global partnership and alignment
- **Support global efforts to increase awareness and investment in health, with a focus on climate and health, health financing, and HRH**
 - Represent Seed at major global events, including the G20, World Health Assembly, World Health Summit, COP, and World Economic Forum – identifying new fora to engage key decision makers on HRH issues
 - Collaborate closely with Director of Advocacy and Media on initiatives to engage NGOs, multilaterals, government agencies, donors, and general audiences in supporting policy and advocacy goals through collective action
 - Collaborate closely with the Senior Director of Communications, Director of Advocacy and Media and the communications and advocacy team on advocacy strategies, key messages, and policy recommendations to be delivered by Seed’s leadership at global convenings

- Serve as a thought leader for key policy priorities through building social media presence, writing to inform and persuade
- ☞ Collaborate with other actors in the health space to align Seed's efforts with existing strategies and amplify investments in health
- Engage non-health actors to advance understanding of health's importance across sectors
- Provide counsel to the CEO on thought leadership opportunities for Seed's mission, contributing to written and media engagements as needed

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 written and verbal 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 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 Microsoft office applications

Working Conditions

- Full-time position - required to work at least 40 hours a week.
- Location: Open but able to adjust to GMT -5 to GMT +3 regularly
- Up to 50% travel time may be requested, domestically and internationally
- Fast-paced environment with tight deadlines
- Collaborative team setting
- Must be able to travel internationally as needed.
- Will be required to sit/stand for up to eight hours per day.

Compensation

Competitive base salary commensurate with experience, as well as health/dental/eye insurance, retirement and vacation, sick time, birthday day off, annual pay increase, and professional development benefits.

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.