

ROLE PURPOSE: Advocacy Program Manager



Our Vision

We see a world in which no person is needlessly blind or vision impaired.



Our Purpose

We are determined to deliver Fred Hollows' vision of preventing blindness and restoring sight.

We work around the world so that no one is left behind, and in Australia we work tirelessly to ensure that Aboriginal and Torres Strait Islander people can always exercise their right to sight and good health.

Our priority is to work with communities to improve their own eye health. We do this through life-changing surgeries and treatments, training doctors and health workers, generating new ideas, and pushing for change at all levels – from local to global.

At The Fred Hollows Foundation we offer a career where your talent and energy will help many see tomorrow.

How we value your contribution:

Remuneration package

We aim to provide an overall remuneration package that is attractive and fair. Our global remuneration framework ensures we align to local pay, employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

13th month payment

As a permanent employee, you will receive a payment equivalent to one month's salary each year (pro-rata for those working part of the year).

Leave

You will have access to annual leave each year (pro-rated for part-time employees) in line with local regulations. You will also have access to other leave such as personal (sick or carers') leave, maternity leave, paternity leave and compassionate leave.

Performance & development

Our performance and development framework enables you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

Learning & development

Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

Leadership

Leadership is a key priority for us. We have customized leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

Study support

We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global study assistance program. Relevant applications for study support are considered annually, providing financial assistance and study days.

Recognition

Our recognition program has been designed to recognize and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognize our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

Flexible work arrangement

You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

Equal Opportunity, Anti-Discrimination and Reasonable Accommodation for Persons with a Disability

We provide equal opportunity in employment to people without discrimination based on personal characteristics, which includes: age, breastfeeding, disability, employment activity, gender identity, marital status, physical features, pregnancy, race etc. Reasonable accommodation can be made to allow persons with disabilities to work safely and productively.

Health & safety

We are committed to supporting your health, safety and wellbeing. If required, you and your family will have access to free external, professional and confidential counselling assistance if you need help with personal, family or employment related matters.

To work in the Foundation you will:

- Be eligible to work in the country where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions which are identified as working with children.
- Be prepared to share evidence of full vaccination against COVID 19



Role purpose defines the broad accountabilities of the positions, which may change based on organisational need.

Please refer to divisional, team and individual work plans for more specific details

ROLE PURPOSE

Role Title: Advocacy Program Manager	Division: Global Program	Location: Beijing, China	Date: 3 November 2022
Employment type: Full time Fixed-term contract	Reports to: Country Manager	Number of direct reports: None	Leadership Band: I Leads Others

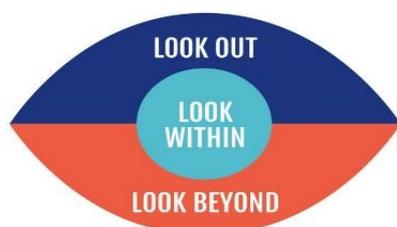
Purpose of the role:

The **Advocacy Program Manager** is accountable for leading the design, delivery and monitoring of FHF's advocacy program in China, aimed at achieving policy and practice changes that improve quality and access to eye care services. The role is responsible for leading advocacy activities at the national level, as well as supporting FHF's advocacy activities at the provincial level alongside FHF's China Program team, and providing guidance and technical support to advocacy planning and implementation in other country programs in the FHF China cluster (Cambodia and Laos).

The **Advocacy Program Manager** will own the outcomes of:

1. Lead the development, implementation, and monitoring of progress against FHF China Program's advocacy initiatives, with a focus on the main national advocacy project (Government Engagement and Advocacy Phase III) and as articulated through the China country strategy and relevant projects (on behalf of and in conjunction with the Country Manager).
2. Provide regular updates and analysis on policy windows for FHF's advocacy program in China and identify opportunities and entry points for FHF collaboration with key government partners to achieve FHF strategic goal and objectives.
3. Build and manage influential advocacy and policy relationships with government, NGOs, media, networks, and partners, developing creative ideas for raising the profile of eye health and promoting the integration of eye health into general health and social development priorities.
4. Capacity building and technical support to staff and partners in China and the FHF China cluster to strengthen advocacy and influencing skills, and to improve integration of advocacy within program design and implementation (overall strategy, appropriate messages, influencing tactics and monitoring and evaluation)
5. Work with the communication team in FHF Hong Kong and Global Offices to promote eye health profile and branding of The Foundation in China.
6. Lead the setup of Advocacy team in delivery of advocacy program activity ensuring alignment with objectives and achievement of outcomes through people management that supports an engaged and empowered team.
7. Represent FHF in key national advocacy forums and groups in China, and represent the FHF China Cluster on the internal Advocacy Leadership Group (ALG), responsible for oversight and monitoring progress against the Foundation's organizational Advocacy Framework.
8. Other tasks as requested by your manager

Our Capabilities:



As a member of The Foundation Family you will:

1. Live by the values of The Foundation and support The Foundation's culture, performance and brand.
2. Adhere to all The Foundation's policies and procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions.

Essential Experience:

- Minimum 8 years' demonstrated strength and experience working in policy development and/or the planning and implementation of advocacy work in China, preferably with reputable international or national health development organizations.
- Strong understanding of the Chinese government system, policy making process and protocols at national and provincial levels.
- Significant experience of engaging with policy makers and experts at senior levels in China to achieve advocacy objectives, preferably in a health-related context.
- -Experience working in government at national or provincial levels highly desirable
- Proven experience developing policy advocacy strategies and initiatives targeted at a variety of internal and external audiences.

Skills:

- Ability and demonstrated experience engaging with senior decision makers in government on policy and practice issues in the China context
- Excellent interpersonal, negotiation, advocacy, conflict resolution & issues management skills, and the ability to develop relationship at all levels.
- Clear understanding of and experience with government policy and decision-making processes related to health and/or social programs at the national and provincial levels in China is highly desirable.
- Ability and demonstrated experience in project management, advocacy planning and objective setting, and monitoring project progress and impact.
- Ability and demonstrated experience in designing and delivering training and capacity building activities, preferably in the area of advocacy and influencing.
- Excellent verbal and written communication skills with high proficiency in English and Chinese languages.
- Resourcefulness, flexibility, and the ability to prioritise and handle multiple requests concurrently, and to work to tight deadlines when necessary.
- Demonstrated experience in coordinating working groups or networks of partners and/or organisations working on issues of shared interest highly desirable.
- Good computer and Internet skills

Qualifications:

- Master's degree and/or at least 8 years' experience working in health and social policy, public health or international development
- Experience working in advocacy, policy or campaigning in the China context highly desirable.

Travel:

International and Domestic

The position involves:

This position is recognised as having "Contact with Children" either direct or indirect.

This position does involve "Working with Children" either direct or indirect.

This position does involve working with beneficiaries, donors and/or partners.

Additional Responsibility:

Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers.