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.

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 Australia and other regions 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.

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

<table>
<thead>
<tr>
<th>Role Title</th>
<th>Division</th>
<th>Location</th>
<th>Date</th>
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<tbody>
<tr>
<td>Advocacy Program Manager</td>
<td>Global Program</td>
<td>Beijing, China</td>
<td>15 March 2021</td>
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<thead>
<tr>
<th>Employment type</th>
<th>Reports to</th>
<th>Number of direct reports</th>
<th>Leadership Band</th>
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<tbody>
<tr>
<td>Full time Fixed-term contract</td>
<td>Country Manager</td>
<td>None</td>
<td>Leads Others</td>
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**Purpose of the role:**

The **Advocacy Program Manager** is accountable to achieve policy and practice change objectives through the design and delivery of country advocacy program and activities and the development and maintenance of stakeholder relationships in support of the elimination of preventable blindness and vision impairment in China.

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

1. Work with the China Country team and mobilise support from the FHF Advocacy Team to develop a coherent advocacy and engagement strategy to achieve FHF’s global advocacy strategy and country strategy and lead its implementation.
2. Provide advice 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. Ensure effective engagement, coordination and relationships management with government, INGOs, the medical sector and other relevant stakeholders to raise the profile of eye health and the elimination of preventable blindness in China as a national policy priority.
4. Provide advice and technical support to government counterparts on FHF thematic areas, identify and assess needs and work with program team to identify appropriate interventions and activities.
5. Provide regular updates and well-structured written analysis on government issues, changes, strategies, policies relevant to FHF’s partnerships and program in China to strengthen the collective work of the Country Team in achieving the strategic goal and objectives.
6. Work with the communication team in FHF Hong Kong and Global Offices to promote eye health profile and branding of The Foundation in China.
7. 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.
8. Other tasks as requested by your manager.

**Our Capabilities:**

![Logo]

As a member of the Foundation Family you will:

1. Live by the values of The Foundation and support The Foundations culture, performance and brand.
2. Adhere to all The Foundation policies & 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:**

- Thorough understanding of the Chinese government system, policies and protocols.
- Significant experience of engaging with policy makers and experts at senior levels in China to achieve advocacy objectives, preferably in a health-related context.
- Proven experience developing policy advocacy strategies and initiatives targeted at a variety of internal and external audiences.

**Desirable Experience:**

- Proven track record in national government partnership building and facilitating a successful policy change.
- Experience of working in government departments.
### Skills:
- Clear understanding of the political, economic, social and environmental issues and trends which impact on rural poor in China.
- Resourcefulness, flexibility, and the ability to prioritise and handle multiple requests concurrently, and to work to tight deadlines when necessary.
- Excellent interpersonal, negotiation, advocacy, conflict resolution & issues management skills, and the ability to develop relationship at all levels.
- Excellent verbal and written communication skills with high proficiency in English and Chinese languages.
- Good presentation and public speaking skills.
- Excellent planning and organizational skills.
- Good computer and Internet skills.

### Qualifications:
- Master’s or Bachelor degree in Public Health, Government/Health Policy, Development Studies, Social Sciences or a related area.

### The position involves:
This position does involve “Working with Children” either direct or indirect.

### Travel:
International and Domestic

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