

## ROLE PURPOSE: Advocacy and Policy Manager, Kenya



### 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

### 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.

#### 13<sup>th</sup> 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.

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## To work in the Foundation you will:

- Be eligible to work in Kenya where the role is located
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions which are identified as working with children.



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 and Policy Manager

**Division:** Programs

**Location:** Nairobi, Kenya

**Date:** Insert

**Employment type:** Fixed-term Full -Time Contract (2 years)

**Reports to:** Country Manager

**Number of direct reports:** None

**Leadership Band:** Leads Function

## Purpose of the role:

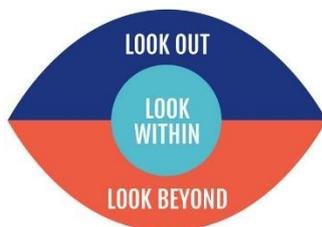
The Advocacy and Policy Manager is accountable for **leading the development and co-ordination** of FHF Kenya Country Program's (and Kenya Cluster Countries - Rwanda, Burundi) major advocacy initiatives which The Foundation is engaged in at the national level.

The role has responsibility for:

1. Lead the development, implementation and monitoring of progress against FHF Kenya's advocacy plan (on behalf of and in conjunction with the Country Manager)
2. Conceptualize and provide leadership support for technical activities in eye health policy, advocacy, stewardship, and other related areas.
3. Capacity building and technical support to staff and partners to strengthen advocacy and influencing skills, and to integrate advocacy within program design and implementation for relevant FHF Kenya and Kenya cluster projects (overall strategy, appropriate messages, influencing tactics and monitoring and evaluation)
4. Build and manage influential advocacy and policy relationships with government, NGOs, networks, and partners, developing creative ideas for furthering FHF's influencing agendas in partnership with others
5. Ensure effective monitoring and evaluation of the implementation of FHF Kenya's (and Cluster countries) strategic advocacy objectives and approaches and work with staff to incorporate learnings
6. Support implementation of the International Agency for Prevention of Blindness (IAPB's) 2030 In Sight global Sector Strategy – including coordination with eye health and other sector stakeholders, as well as with WHO AFRO regional and Kenya Country Offices
7. Represent FHF in key national advocacy forums and groups in Kenya, including the National Eye Health Working Group, Health NGO Network (HENNET), Kenya Health Care Federation (KHF) and Health Rights Advocacy Forum (HERAF) among others
8. Represent the FHF Kenya Cluster on the internal Advocacy Leadership Group (ALG), responsible for oversight and monitoring progress against the Foundation's organizational Advocacy Framework.

The role is a fixed-term contract for two years, as part of a pilot initiative to increase advocacy expertise and resources at the country level. The "Strengthening In-Country Advocacy" pilot is intended to drive more effective implementation of advocacy objectives set out in the FHF Kenya and Cluster country strategies, as well as improve linkages and synergies between advocacy at the global and country program levels. The pilot, including impact of the Kenya Advocacy and Policy Manager Role, will be reviewed in quarter 4, 2023, with lessons learned informing future planning and decision making on advocacy resourcing and priorities on a broader scale across the organization.

## 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.

## Essential Experience:

- At minimum 6 years' demonstrated strength and experience working in policy development and/or the planning and implementation of advocacy work in Kenya or East Africa, preferably with reputable international or national health development organizations
- Strong understanding of and experience negotiating/influencing government policy decision makers at different levels in Kenya or East Africa
- Capacity building/training skills in advocacy and influencing
- Proven ability to work collaboratively and build consensus across diverse sets of internal and external stakeholders on joint advocacy and policy activities.

3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions.

**Skills:**

- Ability to lead and manage, design and develop programs and advocacy initiatives which are innovative, strategic and high quality.
- Strong collaborative skills and abilities to engage, support and influence multiple external stakeholders and people across the organisation.
- Outstanding interpersonal, facilitation, negotiation, influencing and presentation skills.
- Advanced written communication skills – for varied purposes and audiences, including program design documents, advocacy plans, donor proposals, reports and publications.

**Desirable Experience:**

- Experience in eye health, neglected tropical diseases including trachoma, or non-communicable disease management including diabetes.
- Experience in health systems strengthening.
- Workshop organisation and management skills

**Qualifications:**

Master's degree in Public Policy, Development, Public Health, law, Communications, or related field.

**The position involves:**

This position does not involve “Working with Children” either direct or indirect.

**Travel:**

Domestic, International (Rwanda and Burundi, some potential travel to Australia as required)

**Additional Responsibility:**

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