

ROLE PURPOSE: Senior Health Economist



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 exercise their right to sight, good health and self-determination.

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, you will make an impact the world can 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.

Salary packaging

We qualify as a health promotion charity so the Australian Taxation Office (ATO) allows us to reimburse you for personal expenses without having to pay any income or fringe benefits tax that would normally be payable. These tax concessions are in addition to the income Tax Free Threshold.

Leave

You will have access to 20 days of paid annual leave each year (pro-rated for part-time employees) and receive 17.5% leave loading when you take annual leave. You will also receive 5 days paid leave between the Christmas and New Year period and other types of leave such as personal (sick or carers') leave, paid parental leave, long service leave and compassionate leave. In addition, we provide culturally significant leave for employees with commitments under Indigenous and other cultural customs, traditional laws or religions.

Paid parental leave

We provide 14 weeks paid parental leave for primary carers at full pay and 4 weeks paid parental leave for non-primary carers. In addition, upon receipt of notification from the Family Assistance Office, primary carers may access 18 weeks paid parental leave at the statutory rate.

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, with targeted opportunities identified for our Aboriginal and/or Torres Strait Islander people as required. 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, which includes financial support and study days. We actively encourage our Aboriginal and/or Torres Strait Islander employees to apply for study support.

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. We have worker Health & Safety Representatives in each of our offices to help make your workplace safe.

Employee Assistance Program

You and your family will have access to free professional and confidential external 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 that 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: Senior Health Economist

Division: Office of the CEO

Location: Global

Date: June 2022

Employment type: Full time, Permanent

Reports to: Global Advocacy Executive Director

Number of direct reports: 0

Leadership Band: Leads Self

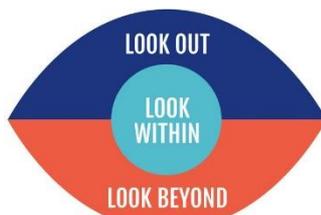
Purpose of the role:

The Senior Health Economist will lead development and provide technical and strategic oversight of a portfolio of work focused on eye health economics and financing.

The **senior health economist** will:

1. Ensure high quality, appropriate and timely health economics and financing technical support is provided to teams across Programs Division. This includes the provision of this support and/or the engagement of external technical expertise, as appropriate.
2. Act as The Foundation's health economics and financing representative in global forums and support the further positioning of The Foundation as a global leader in the area of eye health economics and financing
3. Contribute to the development of new projects and grant submissions.
4. Contribute to the further evolution of The Foundation's organisational strategy, country strategies, advocacy strategy and research strategy
5. Where appropriate, act as chief or co-investigator on studies and support the design, planning and set up of research projects, support the establishment of project teams, and provide high level technical oversight of key strategic economics and financing research projects
6. Engage in partner and donor engagement activities to contribute to strengthening the profile of The Foundation's eye health economics and financing work and attracting and retaining high quality research partners and donors
7. Initiate, lead and develop strong partnerships (relationships) with technical advisors across functional areas and country offices.
8. Undertake quantitative and economic analyses and prepare briefings and reports to deliver on The Foundation's economics and health financing plans
9. Support global resourcing and advocacy efforts, as required, across The Foundation
10. Build internal capacity in eye health economics and financing
11. Facilitate strong working relationships across The Foundation and drive shared initiatives
12. 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.

Skills:

- Knowledge and experience in economic cost and evaluation in health programs
- Quantitative analysis including use of relevant software packages
- Well-developed spreadsheet skills including their use for costing and quantitative analysis

Essential Experience:

- Supporting costing and economic evaluation work in a health economics and financing related field
- Providing national health systems financing and technical advice in low or middle income countries
- Negotiating and partnering with government, research and / or non-government entities in health related field particularly in a development setting
- Working across cultures particularly in South and East Asia and Africa

Desirable Experience:

- Previous experience in health economics and financing research, advice or programming work in low income countries
- Practical experience in undertaking, coordinating and commissioning applied research in a development setting

Qualifications:

- Undergraduate qualification in economics

The position involves:

This position is recognised as having "Contact with Children" either direct or indirect (**note: all positions are classified as having indirect or incidental contract with children**)

- Post graduate qualification in health economics or related field an advantage

Travel:

This position will involve travel including to South and East Asia and Africa

This position does involve “Working with Children” either direct or indirect. ***(Please delete as appropriate)***

This position does involve working with beneficiaries, donors and/or partners ***(Please delete as appropriate)***

Additional Responsibility:

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