



**Job Title:** Policy and Campaigns Officer x 1 AND  
Senior Policy and Campaigns Officer x 1

**Responsible to:** Head of Policy and Campaigns

**Job purpose:** We are recruiting two dynamic campaigners to deliver impactful campaigns on the root causes of poverty and poor health. Both roles will develop policy, advocate with decision makers and generate creative campaigns. The Senior Policy and Campaigns Officer will also lead on areas of strategy and deputise for the Head of Policy and Campaigns as required.

**Salary:** Senior Officer –32,656 GBP  
Officer – 26,173 GBP

**Hours:** 35 hours per week ( part time and flexible working will be considered.)

**Closing date:** 11.59 GMT 6 December

**Interview dates:** 13-14 December

**Location:** Flexible. Either home based or in one of HPA's offices across the world.

Please download our application form and send your completed application to: [personnel@healthpovertyaction.org](mailto:personnel@healthpovertyaction.org) Only applications submitted on our application form will be considered.

Please note that due to a potentially high number of applications, only shortlisted candidates will be notified.

## **BACKGROUND**

Health Poverty Action works for health and global justice in partnership with people who have been marginalised and pushed into poverty.

We work with communities to help them demand their right to health, and to challenge the power imbalances that deny them their health rights. Our distinct approach can be summarised as a combination of three areas:

- **We approach health as an issue of social justice**

Health is a Human Right that many are currently denied. The greatest causes of poor health worldwide are political, social and economic injustices. This is a global scandal which causes unnecessary suffering on a massive scale.

We tackle these complex root causes of social injustice in two ways. Firstly, we work in partnership with communities to help them take back the power to improve their own health. Secondly, we campaign on a national and international level to change policy and destroy unjust power relations.

- **We prioritise those missed out by others**

We believe in health for all, without exclusion. Development organisations tend to cluster together, which leaves large populations with almost no support at all. People may be living in hard to reach areas or are difficult to support for some other reason. We make these most neglected populations our highest priority.

- **We address the full range of factors which impact on health**

Health is a combination of physical, mental and social wellbeing. As well as strengthening health services we work on areas such as nutrition, water, sanitation, gender discrimination, and income generation. Tackling one cause of poor health in isolation can give the appearance of improving health in the short term, but tackling numerous factors together saves lives.

We are acutely aware of how our own power dynamics as an organisation impact on the people we work with, and we work in partnership with communities to create long term relationships built on trust.

In 2017 we formed a strategic partnership with Find Your Feet. The partnership ensures Find Your Feet's livelihoods work will continue through Health Poverty Action.

We are also proud to be one of the small number of organisations recognised as being structurally part of the global People's Health Movement. This quote from the founding document of this movement, the People's Health Charter, sums up the essence of Health Poverty Action's values and identity:

*"Health is a social, economic and political issue and above all a fundamental human right. Inequality, poverty, exploitation, violence and injustice are at the root of ill-health and the deaths of poor and marginalised people. Health for all means that powerful vested interests have to be challenged, and that political and economic priorities have to be drastically changed. This Charter encourages people to develop their own solutions, and to hold accountable local authorities, national governments, international organisations and corporations."*

## **JOB DESCRIPTION**

### **Context of the role**

Poverty is created. The way the world is shaped by those in power results in the distribution of money, power and resources at global, national and local levels. HPA works to expose and effectively communicate about the root causes of poverty and poor health to mobilise people to affect change. This includes both in our global policy and campaigns team as well as at a local and national level through our in country teams.

The role(s) will require close working with the Head of Policy & Campaigns who oversees Health Poverty Action's policy and advocacy work and other policy and campaigns and programmes staff.

We are looking for two outstanding, dynamic and passionately committed people to drive forward our work. Both roles will suit dynamic campaigners with a broad skill set. Successful candidates will be comfortable developing robust policy positions, advocating with decision makers and communicating with the public. They will have superb writing skills and the ability to work flexibly in a fast paced environment. The successful candidate for the senior role will have a greater level of experience and be skilled in developing advocacy strategies.

#### **MAIN FUNCTIONS OF POSTS**

- Develop policy and manage research for HPA's campaigns
- Develop engaging public campaign actions to generate public support
- Build and maintain relationships with key decision makers at both national and international levels
- Represent the organisation in a range of external networks and high level events
  
- **Senior role:** Leading on strategy development and deputising for the Head of Policy and Campaigns as required.

#### **Key responsibilities**

- Work with colleagues to implement the influencing strategy for HPA's campaigns (The senior role will lead on areas of this)
- Maintain up to date knowledge of core policy areas
- Develop well researched, credible policy positions
- Produce a range of publications including consultation responses, reports, briefings and blog posts
- Build and maintain relationships with key decision makers to influence policy and practice
- Develop engaging public campaign actions to generate public support
- Represent the organisation in a range of external networks
- Develop campaign stories and resources and generate media coverage
- Organise and speak at events and conferences
- Act as media spokesperson when required
- Grant management and reporting to funders
- Provide policy support to programmes teams and country offices when required
- Contribute to a range of other tasks as required

#### **PERSON SPECIFICATION**

##### *Essential Criteria*

- Sound understanding of the root causes of poverty and poor health
- A demonstrable commitment to Health Poverty Action's values
- Experience of at least one of the following (gained in a professional or voluntary capacity):
  - Researching and developing policy
  - Advocating for policy change
  - Developing and implementing public campaigns

- Excellent writing skills and the ability to distil and effectively communicate complex information to a range of audiences
  - Excellent organisational and time management skills
  - A high level of initiative and the ability to work with minimal supervision
  - Excellent attention to detail
  - Strong communication skills and a confident public speaker
  - Ability to advocate with senior decision makers
  - Excellent influencing and networking skills
  - Ability to engage the public on issues of global justice
  - Excellent strategic thinking
  - Fluent written and spoken English
- Senior post: Experience of developing and implementing influencing strategies

N.B whilst the criteria are similar for both roles, the successful candidate for the senior role will demonstrate a greater level of experience across the board.

#### *Desirable Criteria*

- An understanding of drug policy reform as a development issue
- Experience of working with colleagues across different countries to link national and global level campaigns
- Experience of developing and implementing influencing strategies
- An understanding of framing communications
- Experience of delivering advocacy training

*Health Poverty Action recognises that all adults and children have the right to protection from abuse and exploitation. Health Poverty Action condemns exploitation and inappropriate behaviour and is committed to taking action for the protection of programme participants.*

## **TERMS AND CONDITIONS**

### **Salary**

Senior Officer –32,656 GBP  
Officer – 26,173 GBP

### **Hours**

*35 Health Poverty Action is very committed to flexible working. We will consider applicants to work on a part-time and a flexible working basis where possible.*

### **Holidays**

25 days per year, plus national holidays of the country of residence. An additional day leave is added for each two years completed service, up to a maximum of 3 days.

### **Pension**

Staff are encouraged to join Health Poverty Action's pension scheme. Health Poverty Action will match your contributions up to a maximum of 5% of gross salary (and subject to a minimum contribution of 3%).

**Location**

Flexible. Home based or in of HPA's offices worldwide. Some international travel may be required.

***At Health Poverty Action we celebrate diversity and promote equality and inclusion amongst all of our staff and everyone we work with.***

*Thank you for considering working with Health Poverty Action.*