



- Job Title:** Policy and Campaigns Officer - Africa based
- Job purpose:** To link HPA's local and global advocacy work; identify opportunities to amplify HPA's national and regional advocacy; champion and build the capacity of HPA's Africa country offices to undertake advocacy; and lead mental health policy and advocacy across the whole organisation.
- Responsible to:** Head of Policy and Campaigns and Head of Africa Programmes
- Salary:** \$2700 - \$3000 per month (gross) based on experience and competency
- Contract:** 1 year, fixed term contract (with the possibility of extension)
- Hours:** FULL TIME
- Closing date:** 11.59 pm 12 January 2020
- Interview dates:** 23 January 2020 (In Nairobi or via Skype)
- Location:** The post is based at Health Poverty Action's Regional offices in Nairobi. However we are prepared to be flexible for exceptional candidates applying from other countries in the region.

Please send your application form to: personnel@healthpovertyaction.org

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. We act in solidarity with people who have been marginalised and pushed into poverty, to challenge the unjust power relationships that currently deny them their rights.

Our distinct approach can be summarised as a combination of three features:

- **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 organisation 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 issues 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's London based Policy and Campaigns team works to expose and effectively communicate about the root causes of poverty and poor health to mobilise people to affect change. Our work falls in to three

categories: drug policy reform; narratives around poverty and poor health and health systems. As part of the latter we have recently begun both advocacy work on mental health.

Alongside this we currently have programmes in 18 countries in Asia, Africa and Latin America, which benefit many millions of people each year. Eight of these are in Africa.

Over the years, we have developed precious relationships with severely marginalised communities. They might be marginalised because of ethnicity, culture, gender, geography, politics, economics – or even all of these. These communities have often learnt through bitter experience to trust few others. Whilst country programmes teams do occasionally undertake local level advocacy, this will be the first post based outside of London focussed specifically on affecting policy change. This is a new and exciting role which will be pivotal in championing and scaling up advocacy across the organisation, making the links between the work of the London based Policy and Campaigns and Africa based programmes teams.

The role will focus on three main areas:

- Leading mental health advocacy, advocating from local to global levels and making the links between the two.
- Identifying opportunities to incorporate advocacy into HPA's Africa programmes, and supporting the teams to do so, including through the provision of training.
- Networking and developing our links with other advocacy networks including the People's Health Movement in the Africa region

The post will be based in HPA's Nairobi office but be part of the Policy and Campaigns team, managed by the Head of Policy and Campaigns based in London. It will work closely with our Head of Africa programmes and staff in our eight Africa offices.

We are looking for an outstanding, dynamic and passionately committed person to develop and drive forward advocacy in the Africa region. The role will suit a dynamic campaigner 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 be able to identify and support others to pursue advocacy opportunities and be willing to work flexibly with remote supervision.

MAIN FUNCTIONS OF POST

- Lead in developing policy and advocacy for HPA's mental health advocacy from both local to international level
- Build and maintain relationships with key decision makers and represent the organisation in a range of external networks and high level events
- Champion a culture of advocacy, and support HPA's Africa country offices to undertake advocacy on core issues, including through the provision of training
- Identify and pursue external opportunities for HPA's Africa country programmes to influence change

- Identify and pursue opportunities to incorporate advocacy within HPA's programmatic work.
- Network and provide a link between Health Poverty Action and other campaigns and advocacy groups in the Africa region, collaborating on campaigns where appropriate.
- Generate regional media coverage for the key areas of work

Key responsibilities

Policy

- Maintain an up to date knowledge of core policy areas of HPA work - in particular mental health and other relevant policy areas.
- Review and comment on policy documents and develop policy asks
- Commission and manage policy researchers or other experts where appropriate

Advocacy and campaigning

- Represent the organisation with a range of key decision makers.
- Act as the organisational lead on mental health advocacy, linking local and global advocacy
- Identify and pursue opportunities for HPA to engage in advocacy at both local and regional levels.
- Generate press coverage for HPA's regional advocacy and act as media spokesperson when required.
- Work closely with the Policy and Campaigns team in London and Africa programme team to provide information on national and regional issues to feed into wider global advocacy.

Capacity building

- Create and champion a culture of advocacy with HPA's Africa country offices.
- Provide advocacy training and support to HPA's Africa country offices to effectively policy
- Identify and advice country teams of opportunities to incorporate advocacy within HPA's programmes
- Identify opportunities to include advocacy within funding proposals.

Networking

- Spot opportunities for, and develop links with other campaign groups in the Africa region, for example PHM country circles.
- Represent the organisation in regional advocacy and campaigning networks

Other

- Liaise with donors
- Support the rest of the Policy and Campaigns team by contributing to other policy areas as appropriate.
- Any other reasonable tasks as required.
- The role is likely to require regular travel within Africa (and occasionally beyond)

Safeguarding

Health Poverty Action recognises that all adults and children have equal rights 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. In cases where positions include a high level of safeguarding risk, police checks or local equivalents will be carried out.

PERSON SPECIFICATION

Essential Criteria

- Sound understanding of the root causes of poverty and poor health
- A demonstrable commitment to Health Poverty Action's values
- Excellent understanding of how best to strategically influence change and the ability to deploy a broad range of techniques (policy development, advocacy, public campaigning and media) to do so.
- Experience of implementing advocacy strategies
- Excellent understanding of the various political contexts in Africa and experience of advocacy or campaigning in an African context.
- Dynamic and highly motivated, with a high level of initiative; willing and able to spot and act on opportunities.
- Experience of advocacy with high level stakeholders
- An excellent networker, able to build connections and develop opportunities with a wide range of people

- Strong communication skills and a confident public speaker
- 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
- Able to work unsocial hours when the need requires it
- Able to travel nationally and internationally

Desirable Criteria

- Experience of developing advocacy strategies
- Experience of facilitating workshops and providing advocacy training
- Knowledge of mental health policy
- Experience of generating media coverage
- Experience of commissioning and managing research
- Experience of organising events

TERMS AND CONDITIONS

Salary

Hours

40 per week

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 4%).

Location

The post is based at Health Poverty Action's Regional offices in Nairobi. However we are prepared to be flexible for exceptional candidates applying from other countries in the region. The post will involve some international travel.

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

Health Poverty Action recognises that all adults and children have equal rights 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. In cases where positions include a high level of safeguarding risk, police checks or local equivalents will be carried out.

Thank you for considering working with Health Poverty Action.