



Through evidence,
change is possible.

Physicians for
Human Rights

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Job Description – Advocacy Director

For more than 30 years, Physicians for Human Rights (PHR) has used science and medicine to document and call attention to mass atrocities and severe human rights violations. PHR, which shared in the 1997 Nobel Peace Prize, is poised for even greater growth and impact.

PHR is now recruiting a dynamic, visionary, and experienced advocacy director to provide leadership, and establish and direct a new advocacy department. The director will craft and implement a strategy that will further build and engage a vast network of health professionals who will promote human rights worldwide.

In this new leadership position, the advocacy director will help nurture a strong culture of advocacy throughout the entire organization, and develop and implement a global strategy to further leverage the influence of doctors, other health professionals, forensic scientists and allied professionals. The advocacy department will seek to build a movement; leverage strategic global partnerships; mobilize constituencies; and develop and deploy creative strategies to impact policies and practices worldwide.

Over the next three years PHR will also strengthen its impact by launching global campaigns to advance its human rights agenda, including advocacy through partnerships and coalitions. More specifically, PHR will advocate to protect health workers and facilities increasingly targeted in conflicts and during civil unrest; respond to instances where health professionals participate or are complicit in human rights abuses and violate their oaths to “do no harm;” aspire to build a movement of resistance and change practices within the medical community; and develop and implement creative strategies for achieving policy recommendations across a spectrum of PHR’s program areas, internationally and in the specific countries in which PHR works.

Reports to: Director of Programs

Location: New York, NY

Responsibilities

- As part of the leadership management team, contribute to steering the overall strategic direction of the organization.
- Develop a strategy and create a data and impact-driven advocacy program that is consistent with PHR’s mission and comparative advantage, and is integrated with all of PHR’s work.
- Strategically build and sustain an expanded and engaged constituency within the medical and scientific community and relevant professional associations to help inspire many more human rights advocates and activists.
- Craft an agenda and identify key PHR issues suited to large-scale campaigns; with partners, develop and implement innovative campaign strategies (large and small) – with particular attention to digital campaigns/social media efforts – in order to further local, national, and international policy goals and shape narratives and practices, both to prevent violations and advance human rights.
- Work with program and communications teams to ensure that advocacy is integrated throughout all of PHR’s work. Help determine advocacy targets at the inception of all programs and projects and assess impact.
- Identify, inspire, and support experts from the medical/health field who can serve as advocates, with a goal

toward creating a more visible and highly powerful voice for human rights.

- Identify and cultivate key relationships with human rights coalitions and individuals to promote and further PHR's mission.
- Represent PHR before officials of governments and international institutions, global media, and at key conferences and meetings.
- Hire and inspire a top-rate, growing advocacy team.
- Manage departmental budget; contribute to fundraising efforts.

Qualifications

- Advanced degree or the equivalent combination of education and experience
- Minimum 7 years' policy, advocacy, human rights and/or campaign experience, with demonstrated ability to develop and manage effective global advocacy strategies, including via mobilizing constituencies
- A proven fluency in social and digital media – including experience working with digital marketing and other list-building platforms
- Proven track record in building and sustaining constituencies, partnerships, and alliances to affect change and in successfully raising funds
- A strong interest in working with health professionals worldwide, and a passion for human rights
- Bi or multi-lingual fluency preferred
- Willingness to undertake domestic and international travel

Skills

- Strong management, communication and leadership skills
- Comfortable dealing with the media
- Keen political instincts and the ability to identify emerging human rights issues particularly those ripe for mobilizing partners and professional organizations
- Creative, resourceful, strategic, sound judgment, and sense of humor
- Effective and inclusive leader comfortable working in cross-cultural settings
- Works best in a team-centered environment
- Ability to translate complex, technical issues into accessible language for wider audiences

Salary and Benefits

This is a full-time position located in New York City. Salary is commensurate with experience. PHR offers comprehensive employer-paid benefits, including medical, dental, disability, and life insurance, a retirement savings plan, and generous vacation.

How To Apply

Please email cover letter (with salary requirements) and resume to resumes@phr.org. Please include the job title of the position you are applying for in the subject line of your email. Please indicate where you saw this job posting in your cover letter.

Physicians for Human Rights is an equal opportunity employer committed to inclusive hiring and dedicated to diversity in its work and staff.