

Job Description

**For the Role of
India Country Director**



March 2021

THE COMPANY

www.vitalstrategies.org

Vital Strategies is a global public health organization that designs solutions to pressing health problems. Their reach includes five international offices, a global network of leading experts and impact in 73 countries.

Vital Strategies helps governments strengthen their public health systems to contend with the most important and difficult health challenges. They bring the best of public health thinking to design solutions that can scale rapidly and improve the lives of millions of people.

A public health system is the often-invisible web of protections that help us lead long, productive and healthy lives. It is regulations that keep toxins out of our food and pollutants out of the air we breathe. It is data that informs decisions about health policy, and skilled health workers who can spot an outbreak before it becomes an epidemic. **Vital Strategies envision a world where everyone is protected by a strong public health system.** The organization is helping governments acquire the knowledge and tools they need to make rapid progress against cancer, heart disease, obesity, epidemic diseases, drug overdose, road crashes and other leading causes of disease, injury and death.

Vital Strategies started in a café in 2003 in New Delhi, India, where the organization's founders, including current President and CEO José Luis Castro, met and agreed to take on a complex challenge: Working towards a future where lifesaving drugs were no longer stuck on loading docks, or where critical data sat unexamined while policies stalled on the public agenda. They were all too aware that millions of people, especially in low- and middle-income countries, were dying from entirely preventable causes—tobacco alone took the lives of nearly seven million annually. The organization they envisioned would be driven by the belief that every person deserves to be protected by a strong public health system. It would ground its work in scientific evidence and best-practice approaches, form strong working partnerships with governments and civil society groups, and act with a speed that matched the urgency of the challenge. In January 2016, their vision was fully realized. Formed out of a merger between World Lung Foundation and The Union, North America, Vital Strategies was launched to bridge the gap between pressing public health needs and effective solutions. Whether they are addressing the impact of urban air pollution or overdose prevention, they build agile teams of experts, strategists and researchers to advance scalable, sustainable policies and ultimately save lives.

Headquarters in New York and offices in Paris, Singapore, Jinan, Addis Ababa, and São Paulo are hubs for 400 staff and consultants working across 40 countries.

Current Programmes:

Air Pollution and Health: About five million people die every year because of poor air quality. This burden falls disproportionately on vulnerable populations, especially women and children living without access to clean household energy, and people living in low- and middle-income countries where urbanization has brought increased emissions from heavy industry and motorized transport, outpacing air pollution control measures. To address this global issue, Vital Strategies provides technical expertise and consultative services to inform policies and influence public discourse around air pollution and its health impacts around the world.

Cardiovascular Health: Through Resolve to Save Lives, Vital Strategies is working to respond to the pervasiveness of cardiovascular disease, especially in low- and middle-income countries where nearly 80% of deaths related to cardiovascular disease occur. Heart attacks and strokes, the world's leading killers, are so common that they seem like an inevitable part of modern life. Yet proven, affordable, scalable solutions exist that could save 100 million lives in the next 30 years. Vital Strategies provide assistance and strategic investment to governments and civil society focusing on three objectives proven to significantly reduce risk: eliminating trans-fat from the global food supply, improving treatment of high blood pressure, and reducing salt intake. Work on cardiovascular health has received funding from Bloomberg Philanthropies, the Bill & Melinda Gates Foundation, and Gates Philanthropy Partners, which is funded with support from the Chan Zuckerberg Foundation.

Data Impact: The Data Impact Program of the Bloomberg Philanthropies Data for Health Initiative collaborates with governments to expand the use of data to enhance public health policymaking. Public health policymaking includes: prioritizing health issues and identifying populations in need; allocating financial and human resources; enacting laws and regulations; and establishing programs and services.

Research: Vital Strategies creates high-quality evidence to guide important public health decisions. Vital Strategies' Research Division generates high-quality evidence to guide important public health decisions. However, knowledge generation is not enough; they also aim to build the institutions required to ensure the impact of their research is sustained over the long-term. To that end, they are investing in training the researchers of tomorrow; providing technical assistance to overcome key roadblocks to increasing research capacity in low- and middle-income countries; and equipping affected communities to understand and participate in the research they conduct.

Road Safety: Over 90% of the world's fatalities on the roads occur in low-income and middle-income countries, which have less than half of the world's vehicles. Each year, road traffic crashes kill over 1.35 million people and injure up to 50 million more around the world. Nearly 90% of these deaths occur in low- and middle-income countries, and the vast majority of them are preventable. Vital Strategies is an implementing partner of the Bloomberg Philanthropies Initiative for Global Road Safety (BIGRS), a consortium carrying out proven road safety interventions in 10 cities and five countries around the world. The initiative's comprehensive, evidence-based approach includes: strengthening legislation; increasing the use of seat-belts and helmets; reducing speeding; reducing drink driving; promoting infrastructure improvements and sustainable urban transportation; and advocating for improved vehicle safety standards. The second five-year phase of the Bloomberg Philanthropies program began in 2015.

Vital Strategies has 70 staff embedded in local governments around the world and has three main roles in the initiative. They use their expertise to strengthen road crash surveillance systems, and then use outcome data to inform policy and action. They guide the creation of strategic communication and mass media campaigns to change road user behavior. Finally, they serve as the main liaison between the initiative's multiple global partners, governments, and city agencies to align efforts in infrastructure, enforcement, communication and surveillance. Every person around the world deserves access to safe streets. By employing a comprehensive approach, they are working with governments and communities to end preventable deaths on the road.

Tobacco Control: Tobacco could kill one billion people this century, yet the tobacco industry aggressively markets to children, promotes pseudoscience to confuse, and lobbies against effective policies to reduce smoking and protect health. Unless urgent action is taken to reverse this global epidemic, tobacco will kill as many as one billion people this century, making it the greatest single source of preventable death and disease. This deadly product is linked to the onset of all four of the most common non-communicable diseases: cancer, heart and lung disease, and diabetes. In addition to the high costs of treating diseases caused by its use, tobacco often kills people at the peak of their wage-earning capacity. This deprives families of their breadwinners, robs nations of a healthy and productive workforce, and contributes to the cycle of poverty that exists in many countries. It threatens global development.

As a partner in the Bloomberg Initiative to Reduce Tobacco Use, Vital Strategies supports the adoption of lifesaving policies that reach hundreds of millions of people around the world. Since 2007, they have worked with 41 countries to deliver evidence-based population-level campaigns and build local capacity to raise awareness about the dangers of tobacco. Their campaigns encourage quitting, delay initiation and support policy goals, such as smoke-free environments and tobacco tax increases. Over the long term, this helps to change behaviors around the acceptability

of smoking and attitudes about the tobacco industry. To date, Vital Strategies campaigns have been seen by more than 2 billion people.

Partnership for Healthy Cities: With the majority of the world’s population now living in urban settings, cities are uniquely positioned to transform the fight against NCDs and injuries by implementing policies to significantly reduce exposure to risk factors. Non-communicable diseases (NCDs) and injuries kill almost 46 million people globally each year. They are responsible for 80% of global deaths.

With most of the global population now living in urban settings, cities and their leaders play a critical role in developing, implementing and enforcing policies to create healthy environments for healthier populations.

The Partnership for Healthy Cities, supported by Bloomberg Philanthropies in partnership with the World Health Organization and Vital Strategies, is a global network of 70 cities whose mayors have committed to prevent NCDs—including cancer, diabetes, heart disease and chronic lung disease—and injuries through proven interventions. The second phase of the Partnership launched in 2019.

As implementing partner, Vital Strategies provides in-kind technical assistance, communication and public relations support and disburses seed grants to participating cities. Cities in the network are offered workshops to support capacity building and networking opportunities.

Childhood Lead Poisoning Prevention: Despite clear evidence of harm, many countries do not conduct active monitoring of lead poisoning, and only 35% of countries have limits on lead in paint that are legally binding. Lead is a potent neurotoxin that the body stores over a lifetime. It can severely affect the mental and physical functioning of children and the health of adults. The burden on health care systems and loss of human potential also affects the economic development of nations. Despite clear evidence of harm, many countries do not conduct active surveillance of lead poisoning, and just 35% of countries have legally binding limits on lead in paint. In Peru, lead is a commonly mined metal, and the government has been forced to declare a “health state of emergency” in districts where dangerously high levels of lead and other heavy metals are found in water or soil. Vital Strategies launched an initiative in 2018 to provide technical assistance and financial resources to the Peruvian Ministry of Health to go beyond crisis response and to support ongoing lead poisoning surveillance, raise public awareness and improve regulation of lead in consumer products.

Civil Registration and Vital Statistics: Vital Strategies think everyone should count. About 45% of deaths are not registered with a cause, and many others are registered with vague causes such as “senility” or “heart failure.” The importance of addressing under-registration has been recognized in the Sustainable Development Goals (SDGs) adopted by the United Nations, which have set universal targets of 100% birth registration and 80% death registration by 2030. Vital Strategies’ CRVS Improvement Program collaborates with governments to ensure that everyone is counted and that high-quality data are available to policymakers. Without this information, governments lack a clear picture of population trends or causes of death and disease in their countries; this hampers decision-making about how to direct resources.

Advances in epidemiology and technology mean that for the first time, counting every human life is possible, even in remote areas. Vital Strategies has brought these advances to 16 countries through the Data for Health Initiative, funded by Bloomberg Philanthropies and the Australian Government’s Department of Foreign Affairs and Trade.

CRVS is at the root of good governance. The vital statistics generated by well-functioning civil registration systems are crucial to sound policy development in health and other sectors, and central to the monitoring of several SDGs. On the individual level, birth and death certificates are key to unlocking social benefits including education, health care, property inheritance, and the right to vote, among others.

Technical assistance ranges from strengthening CRVS governance and system design and improving notification and registration of vital events, to increasing the quantity and quality of cause-of-death data and supporting the production of high-quality vital statistics.

Obesity Prevention: Malnutrition and obesity often coexist, as people increasingly consume cheap ultra-processed foods and drinks, which lack nutrients but are dense in fat and calories. The global epidemic of overweight and obesity is a key driver of non-communicable disease, which causes more than 70% of global deaths. Obesity and poor diet increase the risk of cancer, heart disease, stroke, Type 2 diabetes and related premature death.

This is a global crisis. Over 2 billion people—nearly one-third of the world’s population—are overweight or obese, including more than 41 million overweight children under age 5. Unhealthy diets are estimated to be responsible for 11 million preventable deaths globally per year. The epidemic places an unsustainable burden on individuals, governments and society and is a growing problem in low- and middle-income countries, undermining health and economic development. It is also largely preventable.

Under the Bloomberg Philanthropies Obesity Prevention Program, Vital Strategies’ team of global experts in strategic communication, policy advocacy, and research and evaluation provide technical assistance to governments and non-government organizations in Brazil, Colombia, Jamaica, Mexico and South Africa. Through the Partnership for Healthy Cities, they also support obesity prevention and healthy eating programs in eight cities. They work with local partners to help them

meet their strategic objectives, designing advocacy campaigns that drive policy change—building public support for taxation on sugary drinks and junk food, clear front-of-pack labeling, restricting marketing to kids, and promoting healthier food policies in the public sector, especially schools. They empower people with information that leads them to make healthier choices, like swapping sugary drinks for water and reducing consumption of junk foods.

Overdose Prevention: In the United States, the annual number of overdose deaths has surpassed firearm and car crash fatalities combined. More than 70,000 people in the United States died as a result of overdose in 2017, exceeding all other forms of accidental-injury deaths in the nation. Millions more struggle with substance use, which has a multitude of collateral harms from medical to social to economic. The current crisis is one wave in a longstanding public health challenge that has taken many forms—from morphine, to cocaine, to prescription products, and now to heroin and synthetic fentanyl. Each wave has been driven by policies, systems, stigma and misconception.

Vital Strategies see decisive government action as a key to addressing the crisis. Funded by Bloomberg Philanthropies, Vital Strategies partners with governments and affected communities to build tailored, science-backed solutions focused on significant and sustainable reductions in overdose deaths. Work includes supporting the adoption and scaling of harm reduction strategies, as well as a range of health, legal and social interventions.

Prevent Epidemics: Team provides technical assistance to at-risk countries directly or through partners, mobilizes resources to support preparedness, and catalyzes political will to address gaps. By working across the spectrum, the team accelerates progress to make the world safer from the next epidemic. In 2020, new funding provided the opportunity to support the COVID 19 response.

ABOUT THE SEARCH PARTNER

The Taplow Group

www.taplowgroup.com

The Taplow Group S.A. is an international Executive Search, Interim Management and Human Capital Services Company. **With 30 offices in 20 countries covering 90% of the global economy, 200+ consultants** bring local expertise and international resources to projects across numerous industry sectors.

The Taplow Group S.A. was established in 2002 and is **headquartered in London**. It is a corporation owned and managed by its executive search and human capital consulting partners with established offices in the leading financial, manufacturing, service, and technology centers worldwide.

- Asia Pacific;
- Europe, Middle East and Africa;
- Latin & South America;
- North America

The Taplow Group's Indian Head Office is based out of Gurgaon and is led by Ms. Sangeeta Sabharwal, Managing Partner, The Taplow Group India.

THE POSITION

Job Title	India Country Director
Reporting To	Board of Directors in India
Location	New Delhi, India
Responsibilities	<p>In January 2021, Vital Strategies India Service Private Limited was established. They are now seeking a Country Director to lead the company and its public health programming efforts. The Country Director will be responsible for strategic leadership of Vital Strategies India with a significant focus on business development and management. The Country Director will function as the most senior representative of Vital Strategies in the country and is responsible for promoting its profile and reputation among stakeholders and overseeing all operations in country. Vital Strategies India Service Private Limited is part of the Vital Strategies, Inc. family. They believe that every person should be protected by a strong public health system. The Country Director will oversee a team of 40+ employees.</p> <p>Leadership & Representation</p> <ul style="list-style-type: none"> • Leads and represents Vital Strategies India, advances the mission of the company, and raises its visibility in the public health arena. • Upholds the highest standards of integrity and good governance. • Develops and maintains productive relationships with Government of India (at the national and sub national level); and other key stakeholders such as international organizations, national health institutes, nationally recognized regulatory bodies, professional medical societies, educational institutions,

	<p>civil society, and the private sector.</p> <ul style="list-style-type: none"> • Leads the development of a culture among Vital Strategies staff that nurtures and promotes collaboration, cohesion, initiative, commitment, and innovation, consistent with Vital Strategies mission, values, and principles. • Develops new business opportunities in India: identifies opportunities and cultivates both public and private sector clients, designs partnerships models, and provides the vision and stewardship in delivering programmes with stakeholders/partners in the public, private, and civil society. • Works closely with the Board of Directors to develop annual goals, receive counsel, and seek their involvement in strategic planning. Oversees organization of board and committee meetings and adherence to appropriate governance procedures. <p>Program Management</p> <ul style="list-style-type: none"> • Leads the development and execution of high-quality country strategic plan relevant to the local context and reflecting program priorities. • Meets regularly with the program managers to develop and review progress and solve management problems. • Keeps the Board and programmatic leadership updated on potential opportunities and challenges. • Guides marketing, communications, and public relations in India. <p>Operations and Finance Management</p> <ul style="list-style-type: none"> • Ensures Vital Strategies' India office complies with all relevant national legal and administrative requirements. • Ensures optimal financial, human and physical resource allocation and management for successful implementation of the company's strategic plan and monitors progress. Ensures timely and accurate reporting to the board and internal and external clients. • Ensures a robust internal control environment including the implementation of sound policies and procedures that support efficiency in programme delivery, cost-effectiveness, workflow planning, mitigates operational risks and ensures transparency and accountability in decision making. Ensures optimal use of financial resources; has the overall responsibility for the country budget, financial management,
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	<p>financial reporting, and maintenance of financial records. S/he will be responsible for overseeing bank accounts and legal matters for Vital Strategies India, and developing short and long term goals to ensure financial sustainability. Oversees compliance with local tax laws and requirements.</p> <ul style="list-style-type: none">• Oversees hiring, management, development, and wellbeing of India staff.• Responsible for staff safety, security and physical assets of the company. Leads Incident Management Team during crises.
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THE PERSON

Qualifications	<ul style="list-style-type: none"> Advanced University Degree in Business and Management.
Experiences	<ul style="list-style-type: none"> A minimum of 20 years’ experience working in the public health sector, managing, delivering and/or advocating for public health at national and international levels. A minimum of 10 years’ experience in a senior management position with broad programmatic and operational responsibilities. International experience preferred. Prior experience as a CEO, President, Director of a Public Health Organization, a plus.
Skills and Abilities	<p>The key candidate will have the following skills and abilities:</p> <ul style="list-style-type: none"> Strong leadership skills with proven success in strategic planning, program implementation, and problem solving. Significant experience working with Government of India (at the national and sub national level) and with other key stakeholders such as the private sector, regional and international organizations and alliances. Excellent diplomatic and interpersonal skills. Works in partnership with varied stakeholders externally and internally within the organization with diplomacy and grace. Demonstrated experience setting-up and scaling programmes or organizations in India. Entrepreneurial, innovative, adaptable, and resourceful and has a high results orientation. Good judgement, integrity and professional values. Excellent English written and oral communication skills. International public health and/or development experience, preferred.

How to Apply:

To learn more about this opportunity or to submit your expression of interest, please contact:

Rituparna Acharyya, Senior Associate, The Taplow Group, India

rituparna.acharyya@taplowgroupindia.com