Landing your Dream Job in Public Health

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FHI360 by the Numbers

- 40 years old
- 60 country offices
- 4,400 staff globally
- $735 million budget
Global Health Research

- Clinical trials HIV/AIDS and contraceptives
- HIV/AIDS, TB, and other infectious disease therapies
- Lab strengthening and staff training
- Rigorous monitoring & evaluation of programs
- Program research – approaches, services, programs
Global Health Programs

- HIV prevention & treatment
- Family planning
- Health system strengthening
- Nutrition
- Behavior change communication
  - WASH – water, sanitation, hygiene
  - Maternal and newborn health
  - Nutrition and breastfeeding
  - HIV/AIDS
  - Family planning
360 Means Coming Full Circle

- Education
- Economic development
- Civil society
- Environment
- Water & food security
Seven Steps

1. Articulate your accomplishments
2. Identify what you want & want to do
3. Get affiliated
4. Identify your top orgs
5. Build your network
6. Tailor your resume
7. Volunteer strategically
Activity: Identify your accomplishments

- Write down 2 things that you’re proud of having done

- Without you, these things probably would not have happened
Activity: Get a partner and discuss

• How did you do it?
• What does this experience illustrate about you?
Step 2: Identify what you want & want to do

- Qualities – what you want
  - Mission
  - People
  - Organizational culture

- Responsibilities – what you want to do
  - Motivated skills
Activity: Analyze your past jobs

- List 3 jobs you’ve had
- Under each job make two columns
- List positive & negative aspects about:
  - People – personalities, team, values
  - Position – perks, activities, responsibilities
  - Place – organizational culture
- Circle the qualities that repeat themselves
Activity: Analyze your past jobs (continued)

- Make a summary list of the qualities that repeat themselves or stand out
- Add to the list with motivated skills and career values
Activity: Stop and Share

In pairs discuss the following questions:

✓ Are their patterns that I wasn’t aware of?
✓ Is there a trend? Are my jobs getting better?
✓ What will I seek?
✓ What will I avoid?

My worst want ad:
Patterns: ....
Trends: ....
Comparison: ....
Write your Dream Want Ad (on your own)

- Find great people
- Entrepreneurial role
- International travel
- Autonomy
- Trusting boss
- Smart colleagues

Large intl development NGO seeks nonprofit professional with a passion for social justice, empowering women, and promoting global health to help us secure our most important resource: people. This position comes with a mandate to help attract great people but without a job description to allow for initiative and creativity. Must be self-directed social entrepreneur who likes learning on the fly, developing new recruiting tools and approaches, offering guidance, and working with smart colleagues. We offer good pay tied and the inspiration that comes from a trusting, and smart leader.
Nightmare Want Ad

- Low pay
- Mindless tasks
- CYA activities
- Lackluster colleagues
- Passive-aggressive culture
- Financial instability
Step 3: Get Affiliated

- Demonstrate your commitment
- Increase your knowledge of key organizations
- Make you an insider
- Ways to do it
  - LinkedIn & LinkedIn Groups
  - Associations, professional alumni groups
  - Give money, join a board
Suggested Organizations to Join

- American Public Health Association – www.apha.org
- American Society for Tropical Medicine & Health (ASTMH) – www.astmh.org
- International AIDS Society - www.iasociety.org
- Development Executive Group – www.devex.com
- LinkedIn.com— www.linkedin.org
- Society for International Development – www.sidint.org
Step 4: Identify your Top 20 Organizations

- Read annual reports, websites, association directories
  - Interaction
  - Society for Intl Development (SID)
  - Global Health Council
  - InsideNGO
  - ASTMH, DIA
- Learn about history, size, scope, niche
Step 5: Do Informational Interviews

- Build your network
- Prevent depression
- Bring organizations to life
- Make you an insider
- Help you find out about jobs
How to Schedule Informational Interviews

- Start with sincere flattery
  ✓ So and so said you’re a good source of names and ideas
- Request face-to-face meeting
  ✓ So I was hoping I could meet you for 15-20 minutes
- Seek advice
  ✓ To pick your brain for advice and contacts
Step 6: Tailor your Resume

- Use chronological format
- Highlight accomplishments
- Include associations and memberships
- Charitable donations and advocacy groups (e.g. RESULTS)
- Include volunteer work
- Omit information irrelevant to the job
Step 7: Volunteer Strategically

- Time limited, task specific
- Attend and volunteer at conferences, luncheons, fundraisers
- Create your own consulting opportunity
Activity: The Advice Game, Case Studies

- We all like to give advice
- The person who feels better is the one who gave it
- Advice is more likely to be followed by the one who gave it
Case Study 1: Jane Hayworth wants work in Mali

- Passion for gender equity and girls education
- Graduated last May with an MPH from JHU with a focus on nonprofit organizations.
- Worked for 10 years before grad school at prestigious PR firms in New York, designing social media campaigns companies like The Gap and Ann Taylor.
- Frustrated because hasn’t gotten any interviews for jobs she’s applied for and because the no one seems to care about her Harvard degree or Madison Avenue experience.
- Thinks these things might work against her because employers might think she doesn’t understand their work or would not be content with limited resources.
Case 2: David Jones, 32 year old environmentalist

- Environmental scientist with a mission to make the world a more sustainable place.
- Dreams of a job as a researcher for a sustainability think tank or environmental organization in the pacific northwest.
- 8 years of relevant experience prior to graduate school; MA in public policy.
- Discouraged because everyone tells him to should volunteer. Thinks he should get paid.
- What should David do now? What should he do once he grabs his diploma?
Case 3: Denise Ndgano from the DRC

- Earned a BS in statistics from University of Kinshasa and spent 2 yrs working in a HIV/AIDS prevention before enrolling at Harvard
- Focused graduate studies researching effectiveness of civil society organizations in Africa (e.g., Sudan, DRC)
- Has applied for 11 jobs in DC, interviewed for 3 but no offers.
- Suspects it’s because she’s young and because the jobs involve supervising others
- How can she overcome this perception?