

JOB TITLE: Policy Advisor / Research Fellow

SUPERVISOR: Genevieve Boily-Larouche, Managing Director or Arne Ruckert, Director of Research

DEPARTMENT: AMR Policy Accelerator, Global Strategy Lab (amrpolicy.org)

EMAIL: careers@globalstrategylab.org

APPLICATION DEADLINE: November 29, 2024

CONTRACT LENGTH: 1 year contract, with possibility of extension

POSITION OVERVIEW

Join a team utilizing research and evidence to drive global policy action on antimicrobial resistance (AMR) challenges.

THE PROBLEM

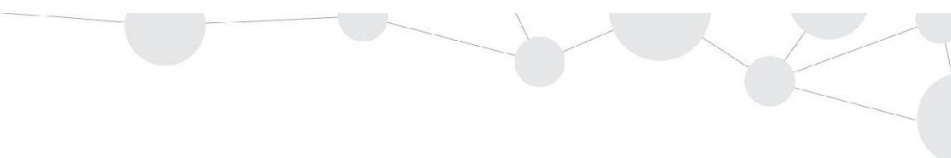
Fueled by the collective use and misuse of antimicrobials in humans, animals and the environment, antimicrobial resistance (AMR) has grown to become the world's third leading cause of death. Its burden is disproportionately borne by low-and middle-income countries (LMICs), with over 86% of AMR-related deaths concentrated within LMICs. In addition to contending with vulnerable health systems, countries with the highest AMR burden often have the least access to antimicrobials, making AMR a defining global health equity challenge of our time. The challenge of AMR is far-reaching and multi-sectoral; it transcends national boundaries and requires evidence-informed and equity-promoting One Health policy solutions at both the national and global level. If more is not done to mitigate it, AMR will cause 39 million deaths and cost the global economy \$100 trillion by 2025.

THE ORGANIZATION

The Global Strategy Lab advises the world's governments and international organizations such as the World Health Organization and the World Organization for Animal Health. Our advisory services encompass how to design laws, policies, governance mechanisms, and institutions that address transnational health threats to make a healthier, more equitable world. Our research focuses on three areas of public and global health research: global legal epidemiology, public health institutions, and global AMR. As the designated WHO Collaborating Centre for Global Governance of AMR and a member of the International Network on AMR Social Science (INAMRSS), we bridge the gap between science and policy to bring evidence to bear on AMR policymaking. Building on our research and policy leadership on AMR, the Global Strategy Lab has received substantial start-up funding to accelerate global action on AMR policy.

The AMR Policy Accelerator is an initiative of the Global Strategy Lab with a mandate to undertake timely and applied policy projects that leverage global science and insights to respond





to relevant policy needs. We undertake three programs of work: (1) providing timely and relevant advice to national governments on AMR National Action Plan (NAP) design and One Health policy prioritization and implementation; (2) enhancing policymaker and early-career researcher capacity to support policy action on a continuum - from evidence analysis to decision-making to policy implementation; and (3) critically examining AMR challenges to seed actionable policy proposals for evidence-informed and equity-promoting decision-making and policy implementation.

The Accelerator is **hiring up to two full-time Policy Advisor and/or Research Fellow roles** to support its advisory and research programs. These positions represent an opportunity to work across national borders as part of globally integrated research and advisory teams, interact with decisionmakers, and make tangible contributions to ongoing policy processes on pressing public health issues. These positions also provide an opportunity for professional development, including the chance to master new research methods and to attend and present at academic conferences.

SCOPE AND RESPONSIBILITIES

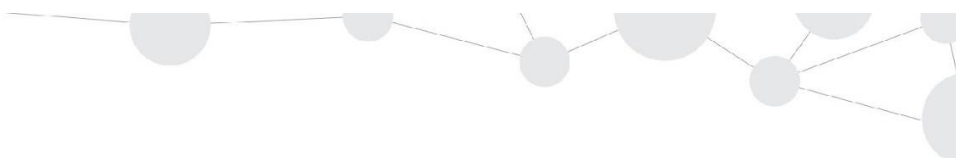
This is an exciting opportunity to deliver social impact on a global scale by contributing to multiple streams of work at the AMR Policy Accelerator. Working across our Advisory Services and Policy Research programs to develop, coordinate, and execute advisory services and research activities on AMR policy challenges across all One Health sectors, the Policy Advisor and Research Fellow will report to the Managing Director and the Director of Research respectively to:

- Conceptualize and complete evidence syntheses using narrative synthesis as well as scoping, rapid and systematic review methods;
- Execute data collection, analysis, and report or manuscript writing to complete advisory engagements across a range of advisory services;
- Analyze and efficiently translate complex research results into key messages and visualizations for a targeted audience;
- Plan, coordinate, and execute research and/or policy activities to support the Policy Research and/or Advisory Services programs of the AMR Policy Accelerator by applying the appropriate qualitative and quantitative research methods (e.g. interview analysis, comparative case studies, document analysis, etc.);
- Produce high-quality, well-written manuscripts, reports, policy briefs, and data visualizations;
- Participate in knowledge translation activities such as report writing for different audiences, presentations, meeting planning, needs and gap identification, and peer-reviewed and grey literature publications;
- Actively contribute to and participate in a dynamic and highly productive team environment; and
- Mentor interns as part of the Capacity Strengthening program of work, which aims to develop and promote AMR knowledge, research, and policy analysis skills among early career policy leaders around the world.

WHAT YOU BRING

We are looking to hire highly motivated individuals with policy and/or research experience and a keen interest in global health challenges. The ideal candidate will have experience with global





health policy analysis and/or research from a social sciences or public health perspective; background knowledge of infectious diseases or AMR is highly desired but not necessary. Successful candidates will be expected to quickly gain the necessary knowledge in AMR upon beginning their new position.

Education and Experience

- A graduate degree (e.g., MA, MPH, JD, PhD) in a discipline related to global health or public health (e.g., social science, veterinary science, environmental science, infectious disease, public policy, public health, health research methods, political science, international relations, or related social sciences);
- 1-3 years of experience conducting research and/or analysis in a broad range of policy fields (preferably in one of the One Health sectors – i.e., human, animal, agriculture, environment);
- 1-3 years of experience coordinating multi-stakeholder projects such as multi-site research projects or multi-university grant applications; and
- Experience supervising, training, and/or mentoring staff, including managing the workload and establishing work plans for interns or junior team members.

Desirable (but not essential) Experience

- Experience working with/in government and international institutions (e.g., UN, WHO, World Bank etc.);
- Experience working in low- and middle-income countries and/or resource-limited contexts;
- Experience in emerging innovative methodologies such as machine learning;
- Experience with knowledge mobilization and translation;
- Experience with monitoring, evaluation, and learning; and

Professional working proficiency in a UN official language, and a background knowledge of global health, infectious diseases and/or AMR are considered an asset.

Knowledge, Skills, and Attitudes

- Ability to critically analyze and evaluate academic and grey literature, identifying strengths, weaknesses, gaps, and trends in the existing body of knowledge;
- Ability to manage time effectively, set priorities, and meet deadlines;
- Ability to adapt writing style for different audiences;
- Advanced skills in synthesizing information from diverse sources to create a cohesive and comprehensive narrative review adapted for different audiences;
- Advanced writing skills with the ability to write clearly, concisely, and quickly for interdisciplinary academic and policy audiences;
- Strong interpersonal and communication skills, including the ability to act with tact, diplomacy, and professionalism, and handle sensitive information with discretion;
- Excellent organizational skills, including the ability to organize workload, set priorities and respond effectively to competing demands; and



- Ability to work effectively with sensitivity across barriers such as language, culture, and distance.

Qualified candidates are encouraged to apply to this position even if they meet the majority, but not all, of the criteria outlined above.

COMPENSATION AND TERM OF EMPLOYMENT

There are up to two Policy Research and/or Research Fellow positions available; annual salary will range from CAD\$60,000 – \$80,000, depending on the individual’s experience and education. Global Strategy Lab’s commitment to pay equity necessitates that we will not be able to offer a salary outside of the range provided. We also provide employer-paid extended health care and dental benefits. The term of these contracts will be **from the earliest possible start date until December 31, 2025**. The possibility of contract renewal will be tied to the funding capacity of the AMR Policy Accelerator.

The Accelerator welcomes applications from all qualified international and national applicants, with preference given to applicants based in Canada. Hybrid work arrangements are available for team members based in the Greater Toronto Area. Remote working arrangements will be considered for successful candidates based elsewhere. The successful candidates are expected to work approximately 40 hours per week; occasionally this role will require travel and evening and weekend work. The language of work is English.

The Global Strategy Lab is based at York University in Toronto and new team members will benefit from close ties to the Lab’s existing impact-driven research program and networks. Lab employees are eligible for York University’s Tuition Fee Waiver Program. We are committed to fostering an inclusive and equitable environment that celebrates people in all their diversity and encourages a variety of perspectives. We recognize that different experiences and viewpoints are a source of strength in collaboration, and the driving force behind innovative, creative, equity-minded, and globally oriented research.

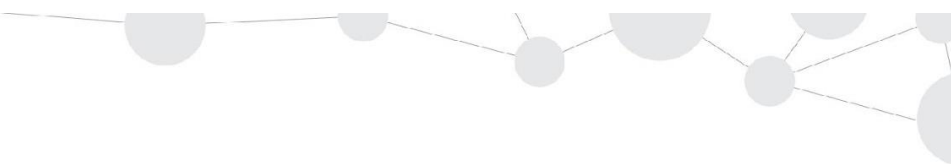
HOW TO APPLY

Please email the following as pdf attachments to careers@globalstrategylab.org using the subject line **PARF-2024-11**:

1. In a single pdf file titled Last Name_First Name, a CV and cover letter. The cover letter should highlight how your education, experience, knowledge, skills, and attitudes will allow you to meet the scope and responsibilities of this position. Your cover letter should also indicate if you have greater interest in a policy research or advisory role;
2. A previous work sample highlighting your writing and research or policy skills on a topic related to AMR. Ideal work samples could include: an academic publication, a report you have written, or a policy brief; and
3. A completed copy of the work status declaration [form linked here](#).

Applications will be accepted and considered until November 29th, 2024. Candidates short-listed for an interview may be asked to complete a skills-based task as part of the interview process.





We thank all applicants; however, only those candidates selected for an interview will be contacted.

Global Strategy Lab welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process, please email careers@globalstrategylab.org.

NOTE: All employees will be required to abide by York University's policies and guidelines, including their public health guidelines.

Please do not contact Global Strategy Lab by phone; send all inquiries to careers@globalstrategylab.org.

