Physicians for Human Rights (PHR) is seeking a strategic, innovative, and experienced Director of Programs to provide vision, leadership and direction for PHR’s research and training/capacity building programs.

The Director will lead a dynamic team of professional staff, consultants and volunteers to develop and carry out PHR’s global programs to advance human rights. The Director will foster new programming that builds on the quality and highly specialized medical and scientific expertise that PHR is renowned for; integrate all PHR programming to ensure maximum impact; monitor and evaluate programs; develop and mentor new generations of human rights defenders; and inform communications and advocacy strategies. The Director of Programs will be located in New York City. He/she will be a member of the Senior Management Team and report to the Executive Director.

ABOUT PHYSICIANS FOR HUMAN RIGHTS

Since 1986, Physicians for Human Rights (PHR) has used medicine and science to document and call attention to mass atrocities and severe human rights violations. PHR was founded on the idea that physicians, scientists, and other health professionals possess unique skills that lend significant credibility to the investigation and documentation of human rights abuses. PHR’s specialized expertise is used to advocate for persecuted health workers, prevent torture, document mass atrocities, and hold those who violate human rights accountable. PHR’s work focuses on the physical and psychological effects of torture and sexual violence, the forensic documentation of attacks on civilians, the unnecessary and excessive use of force during civil unrest, and the protection of medical institutions and health professionals working on the frontline of human rights crises.

PHR has recently completed a strategic planning process, which has identified a path for significantly growing the organization’s impact and reach through greater investment in research, advocacy, and leveraging partnerships among medical and scientific associations and individuals.

PHR is a 501c3 organization with an annual budget of approximately $7 million and is quickly growing (by an estimated 20% per year). Served by a current staff of 40, a distinguished 18-member Board of Directors, and an expert bench of hundreds of volunteer health professionals globally, PHR is supported primarily by multi-year grants from foundations, governments and individual donors. In 1997, PHR shared the Nobel Peace Prize for medically documenting landmine injuries and serving as a leader in the International Campaign to Ban Landmines.
More information about PHR can be found at our website at http://physiciansforhumanrights.org

Duties and Responsibilities

- Lead, design and manage PHR’s programs and help to ensure coordination and collaboration throughout the organization.
- Monitor global human rights issues and help determine when it is appropriate for the organization to engage and at what level.
- Launch several new initiatives including the creation of a global fellowship program in partnership with leading academic institutions; significantly expand the number of investigations and research projects we engage in directly and with partners; build the organization’s capacity to develop and test new science-based methods, tools and instruments for documenting human rights violations and/or early warning signs.
- Serve as a top PHR spokesperson and advocate on international human rights issues and, with others, engage with funders, media, and international human rights entities and other international institutions, including UN agencies, tribunals and courts, especially the International Criminal Court. Help train others to do the same in order to expand PHR’s reach with medical and scientific expertise.
- Help to significantly expand the network of subject matter experts (currently at over 400) and other partners in the global health and human rights field in order to advance PHR’s programs through collaborations and partnerships.
- Identify current and future skill sets needed to implement PHR’s plans.
- Continue to build, manage, train, mentor and inspire an extraordinary team of professionals consisting of staff, consultants, interns and volunteers.
- Ensure that research and advocacy methodology is sound and comports with the highest norms and standards in the medical, scientific and legal fields. Staff PHR’s Medical and Ethical Review Board and work closely with PHR’s Editorial Review Board (both comprised of leading experts in the medical, scientific and legal fields).
- Propose program budgets and manage and monitor budget expenditures.
- Oversee the substantive writing of all communications resulting from investigations and advocacy missions (reporting in all forms).
- Oversee security policies, protocols and their implementation, including security of staff and volunteers, data security and the security of partners involved in PHR’s field work.
- Oversee regular reporting and evaluation of efforts.
- Together with other members of the Executive Management Team, promote organization-wide communication and across-departmental working groups. Help foster a collaborative team environment and one in which contributions at all levels can be made and are acknowledged.
Qualifications

- An advanced degree in public health, medicine or related studies and practice.
- Minimum 10 years of relevant experience in international health and human rights or related work, including conducting focused data-driven medical/scientific/public health/or forensic research and using it to inform advocacy.
- At least five years experience in a senior leadership/management position and demonstrated ability to lead and inspire a team of staff, researchers, fellows, interns and volunteers in multiple global locations and manage resources and budgets.
- A record of success in the strategic and forward-thinking development and management of effective, integrated, and results-driven human rights programming, including advocacy.
- Understanding of the landscape of the medical world and ability to leverage new partnerships and galvanize its engagement in promoting human rights.
- Excellent political judgment and understanding of global advocacy.
- Skilled speaking to the media and stakeholders of all types, globally.
- Ability to be available off-hours for rapid response and to travel internationally.
- Superb interpersonal skills with experience forging strong relationships with internal and external stakeholders. Experience working and/or living outside of the U.S. is required and a proficiency in another language is desirable.
- Excellent writing and editing skills and demonstrated ability to defend and explain complex issues and translate information about them to broad audiences including senior officials and intergovernmental bodies.
- A team-oriented person with a passion for human rights, excellent judgment, maturity, creativity, flexibility, and a good sense of humor.

Position Location

PHR’s main headquarters in New York City.

Compensation

Salary will be competitive and commensurate with background and experience. PHR offers a comprehensive and very generous benefits package.

Deadline

Applications will be reviewed immediately and will be accepted until the position is filled.
Application Process

Please submit a cover letter with your resume and salary requirements to resumes@phrusa.org. Please include “Director of Programs” in the subject line of the e-mail.

Equal Opportunity Employer

Physicians for Human Rights is committed to ensuring equal opportunity in employment and dedicated to diversity in its staff and volunteer workforce. Women, people of color, and people with disabilities are encouraged to apply.