

*This search was completed in October, 2007, with the appointment of Karen Hardee, a senior advisor at John Snow, Inc., where she works on international public health projects related to HIV/AIDS, reproductive health, and family planning. Previously, she was senior fellow and director of Constella Futures' Center for Research and Evaluation.*

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## **Job Announcement**

### **Population Action International Vice President for Research**

**(Washington, DC)**

(Posted: May, 2007)

Population Action International has retained Slesinger Management Services to recruit a person with strong management and research skills to lead the organization's ambitious and important research program on reproductive health and population policy around the world.

Applications will be accepted until this search is completed. To see if the search is still active, see [www.SlesingerManagement.com](http://www.SlesingerManagement.com).

#### **The Organization**

Population Action International (PAI) is an independent policy advocacy group working to strengthen political and financial support worldwide for population programs grounded in individual rights. It seeks to improve individual well-being and preserve global resources by mobilizing political and financial support for population, family planning, and reproductive health policies and programs.

Specifically, PAI fosters the development of U.S. and international policy on important population and reproductive health issues through an integrated program of research, advocacy, and communications. PAI seeks to make clear the linkages between population, reproductive health, the environment, and development. Serving as a bridge between the academic and policymaking communities, PAI disseminates strategic, action-oriented research publications; participates in and sponsors conferences, meetings, and seminars; and works to educate and inform policymakers and international colleagues in related fields.

PAI has two primary programs:

1. Research – PAI's research and analysis focuses on key issues for reproductive health and population policy, such as strategies for improving the quality of and access to reproductive health care and for mobilizing the funds and political will to support these efforts. Through

2. evidence-based and persuasive reports, PAI examines the impact of population change on the environment and its implications for human security and sustainable economic development. To support its advocacy, PAI's research translates and synthesizes complex information for policymakers.
3. Public Policy and Strategic Initiatives – PAI works directly with the U.S. Congress and Executive Branch, as well as with UN and other international agencies on the development and implementation of international population and reproductive health policies and the identification of emerging issues in the field. PAI supports and partners with other nongovernmental organizations around the world to help strengthen their own advocacy capacity and to help mobilize the political and financial support of other governments for rights-based sexual and reproductive health policies and programs.

Founded in 1965, PAI has a staff of 37; its president and CEO, since 1998, is Amy Coen. PAI's operating budget is \$6.4 million. Revenue comes primarily from private foundations, including the Packard, Hewlett, and Gates Foundations. To maintain its independence as a research and advocacy organization, PAI accepts no government funds.

For more information about PAI, please go to [www.PopulationAction.org](http://www.PopulationAction.org).

### **The Position and its Principal Responsibilities**

Reporting to the chief operating officer, and working closely with the president and other members of the senior management team, the vice president for research will be responsible for:

1. Creating the research agenda that PAI should address over the next several years. PAI is engaged in a strategic planning process; a new research agenda will be an important component of the new plan.
2. Leading and managing the research department, which is made up of seven other staff working on a variety of short-term and long-term research projects.
3. Conducting research – although it's important to stress that success in this job requires the ability to shape the diverse skills and ideas of the research team into a coherent and cogent research plan.
4. Assisting the development department in raising funds to support PAI.
5. Assisting in communications activities, including writing short pieces for publication and speaking to the media or at conferences about PAI research.
6. Being part of PAI's senior management team, along with the president and CEO, the COO, and the staff who oversee public policy and strategic initiatives, communications, development, and finance and administration.

## Desired Skills, Experience, and Characteristics

The vice president for research should be:

1. An experienced researcher whose work has been published. An advanced degree (master's, "ABD," or Ph.D.) is essential. Training in development economics, demographics, public health, or other relevant disciplines would be especially valuable.
2. Knowledgeable about and interested in the subjects that PAI addresses, especially population issues, and reproductive health programs and policies in developing countries.
3. An effective manager, able to lead a staff of researchers that includes research assistants who are recent college graduates as well as very experienced senior research associates with advanced degrees in specialized fields.
4. Experienced in using research (both primary and secondary) to influence public policy, especially in the United States and Europe.
5. Visionary, including being able to spot important trends and identify ways the PAI's research can take advantage of or even create opportunities that will support the organization's mission.
6. An excellent communicator, in writing and orally.
7. A person with enough maturity, confidence, and presence to work effectively with other members of PAI's senior management team, peers at other organizations that conduct research on related issues, donors, and PAI's board of directors.
8. Able to travel periodically, including approximately one brief trip every month or two (domestic travel or to Europe), plus perhaps one or two longer trips per year to conduct research overseas. Total travel should amount to about 15 percent to 20 percent of the time.

## Compensation

Salary will be commensurate with experience and qualifications. PAI offers a generous benefits package.

## To Apply

Please email:

- 1) cover letter that explains why you're interested and qualified,
- 2) resume, and
- 3) three-year salary history (which will be held in strict confidence) to:  
 Larry Slesinger, Founder and CEO, Slesinger Management Services  
[Larry@SlesingerManagement.com](mailto:Larry@SlesingerManagement.com)  
 (please include "PAI" in subject line; attached files in Microsoft Word or PDF only)

Questions? Contact executive search consultant Larry Slesinger at 301-320-0680 or by email.

(This job announcement can also be found at [www.SlesingerManagement.com](http://www.SlesingerManagement.com).)

*PAI is an Equal Opportunity Employer.*