

Executive Director



About Johns Hopkins Center for Communication Programs

Johns Hopkins Center for Communication Programs (CCP) was created more than 30 years ago to recognize the crucial role of communication in public health. CCP is a Center within the Johns Hopkins Bloomberg School of Public Health's Department of Health, Behavior and Society (HBS), an internationally renowned department that conducts research in the social and behavioral sciences in public health. HBS is one of 10 departments in the Johns Hopkins Bloomberg School of Public Health, the top-ranked public health school in the United States.

CCP is a leader in social and behavior change (SBC) because language, culture and community matter and that only by working together can we improve the health of individuals, families and communities around the world. Our strategic interventions are evidence-based, people-centered and results-oriented. Currently CCP has more than 50 grants and contracts in 35 countries from donors including USAID, bilateral and multilateral organizations, local and state governments, foundations and corporations. Among notable CCP projects are: USAID-funded *Breakthrough ACTION*, leading social and behavior change programs in about 30 countries by harnessing the power of communication and integrating innovative approaches from marketing science, behavioral economics, and human-centered design; USAID-funded *Knowledge SUCCESS*, supporting learning and opportunities for collaboration and knowledge exchange within the family planning and reproductive health community; *B'more for Healthy Babies*, reducing infant mortality and promoting well-being in Baltimore; and USAID-funded bi-lateral projects in countries such as Bangladesh, Tanzania and Uganda.

We work with governments and NGOs, providers and clients, community health workers and religious leaders, and stand alongside partners rooted in the communities where we work.

Mission and Values

Our mission is simple: To inspire and enable people around the world to make healthy choices for themselves and their families. We believe in the power of communication to save lives, by enabling people to adopt healthy behaviors for themselves, their families and their communities. This mission is manifest in the values CCP has articulated, which are:

Passion: Belief in the power of communication to impact health and development

Integrity: Honest, transparent, and productive relationships

Resourcefulness: Versatile, flexible, and entrepreneurial in pursuit of our mission

Caring: Supportive, collaborative, and respectful of each other as well as of local context and knowledge

Expertise

- Social and Behavior Change
- Knowledge Management
- Advocacy
- Risk Communication and Community Engagement
- Applied Research

Focus Areas

- Family Planning & Reproductive Health
- HIV
- Maternal and Child Health
- Malaria
- COVID-19 & Emerging Infectious Diseases
- Noncommunicable diseases

Priorities

- Investment in SBC Capacity
- Social Justice
- Promoting Gender Equity
- Digital Strategy
- Climate Action
- Youth Partnership
- Behavioral Insights

Role Description

Executive Director - Johns Hopkins Center for Communication Programs

CCP, headquartered in Baltimore, MD, has programs in more than 35 countries around the world. CCP is a leader in social and behavior change, supported by expert faculty and staff and housed in the top-ranked Johns Hopkins Bloomberg School of Public Health. CCP has multiple platforms and initiatives, it advances the scholarship, science and practice of SBC, and trains the next generation of leaders. Detailed information about our Center and programs is available at www.ccp.jhu.edu.

About the Position

CCP seeks an outstanding individual to provide leadership and vision in the position of Executive Director. The Executive Director plays a critical role in generating and contributing to the science and practice of global public health and helping shape the next generation of scientifically and theoretically informed public health interventions, policy, and practice. The Executive Director leads CCP's strategy and vision-setting to align with CCP's values and global public health needs. The Executive Director is the public face of CCP's expertise in social and behavior change and knowledge management and acts as thought leader on critical topics in domestic and international public health. The Executive Director provides oversight of programs and implementation of major projects such as USAID Breakthrough ACTION. The Executive Director also provides leadership and oversight of financial and human resources, ensuring their alignment with CCP's vision, mission, and strategic growth priorities. The Executive Director promotes CCP's values and cultivates a culture that reflects those values.

There are three major commitments CCP is currently undergoing that the Executive Director will oversee:

- 1) Development of a new stream of leaders and succession planning
- 2) Realization of CCP's Strategic Plan, including increasing in-country leadership
- 3) Anti-Racism, approaching diversity, inclusion, equity, and racism as a public health issue

The ideal Executive Director is a seasoned senior manager with a vision and the skills to support CCP's programs and staff around the globe as they manage a period of profound change, and to do so with compassion, openness, and kindness.

Reporting Relationships

The Executive Director reports to the Department Chair, Health, Behavior and Society. The Executive Director oversees the entire Center and has direct supervision over CCP's Deputy Directors; Unit Heads of Finance & Administration, Strategic Communications Programs, Research and Evaluation and Public Relations. CCP has a global workforce of more than 600 staff members.

Organizational Structure

CCP is housed within the Department of Health, Behavior, and Society, one of 10 departments in the Johns Hopkins Bloomberg School of Public Health. The Executive Director leads the alignment of the needs, priorities, and concerns of the Center and the School.

Primary Responsibilities

Strategy & Vision

- Build strong relationships between CCP and its donors (including USAID), and other significant stakeholders in CCP's mission and success.
- Build effective relationships with other centers and institutes within the Bloomberg School of Public Health and the Johns Hopkins University.
- Ensure CCP's position as a leader in the field of SBC through writing, networking, speaking, and oversight of the quality of CCP's work.
- Drive technical vision and research agenda to lay the groundwork for the future.
- Lead high-profile SBC initiatives like engagement with Facebook or the SBCC Summit that advance CCP's leadership in the field.
- Lead purposeful, gradual transition from CCP providing direct project implementation to providing technical assistance and other support to local organizations.
- Nourish partnership with "sister organizations", a global network of over a dozen, indigenous SBC organizations.

Internal/Institutional Leadership

- Lead CCP's primary decision-making and management bodies, including the Unit Heads and the Leadership Group to ensure that they continue to manage CCP effectively.
- Communicate CCP's vision, priorities, strategies, risks, and status to CCP staff globally.
- Effectively seek out, listen to, and respond to needs, priorities, challenges, and opinions of CCP staff globally.
- Identify organizational priorities, and ensure progress towards these priorities to CCP. These priorities include: fulfilling our commitment to becoming an anti-racist organization in our operations and programming; enhancing center-wide knowledge management (the HIVE); expanding monitoring and data systems (PULSE); and fostering staff development and engagement.
- Understand and communicate School and University priorities to CCP; envision ways CCP can thrive within them.
- Continue to foster and build upon strong relationships between CCP and its home department (HBS) the School, and the University.

Management

- Oversee the leaders and the managers of CCP's departments and units to ensure effective operations and staff engagement.
- Manage a culturally and racially diverse staff, with a long-term goal of building a staff that reflects the cultures, racial identities, and languages of the people CCP serves.
- Represent CCP priorities, needs, and challenges to stakeholders within the University, School, and Department management structures and groups.

Finance, Operations, and Administration

- Ensure overall financial health and set resource mobilization priorities for the organization.
- Set funding/spending priorities that ensure compliance, staff engagement, and technical excellence.
- Set contingency plans for major funding changes such as win/loss of global projects.
- Set financial priorities for discretionary spending and oversee discretionary budget.
- Ensure that CCP's compliance structures are robust, and that CCP has a system for prioritizing, communicating, and training for compliance.

Qualifications

- Significant strategic leadership and management experience, including leading a large or complex donor-funded public health organization, project, or department.
- Significant relevant professional experience in the field of international development with SBC focus.
- Demonstrated thought and technical leadership and expertise in SBC program design and implementation.
- Proven track record of management/leadership based in anti-racism, transparency, equity, and well-being of all employees.
- Proven ability to develop new business and cultivate strong donor relationships (USAID strongly preferred).
- Proven experience of oversight of financial, operations, and administration functions.
- Significant knowledge of USAID, other bi-lateral and multi-lateral, foundation, and corporate donors and procedures. Strong preference for familiarity with USAID rules and regulations.
- Demonstrated ability to work in cross-cultural contexts with humility, empathy, and respect for local expertise.
- Demonstrated team builder and team player, able to collaborate and motivate teams.
- Passionate about the mission and core values of CCP.
- Outstanding communication skills and ability to connect effectively with a variety of stakeholders including staff, donors, and partners.

How to Apply

CCP offers a competitive salary and benefits, with the position based in Baltimore, MD. The Executive Director may be appointed as a non-tenured faculty or a senior staff member, depending on the profile and professional interest of the candidate. If necessary, JHU will sponsor a visa for the successful candidate.

Johns Hopkins University has retained BroderickHaight Consulting, LLC to assist in this search. All inquiries, nominations, and applications should be directed to BroderickHaight Consulting and will be handled in strict confidence. To submit an application please include both a cover letter summarizing motivation and interest and a current resume/CV including key experience relative to the role to: recruitment@broderickhaightconsulting.com

The deadline for applications is **April 29th, 2022**.

The Johns Hopkins University is committed to equal opportunity for its faculty, staff, and students. To that end, the university does not discriminate on the basis of sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, veteran status, military status, immigration status, or other legally protected characteristics. The university is committed to providing qualified individuals access to all academic and employment programs, benefits, and activities on the basis of demonstrated ability, performance, and merit without regard to personal factors that are irrelevant to the program involved.

CCP is committed to anti-racism, continually examining our work through a lens of inclusivity, aiming to dismantle bias both implicit and explicit within our organization.

BroderickHaight leads hundreds of recruitment searches for international and domestic organizations for people at all levels each year.