



Eleanor Crook  
Foundation

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**Policy Director  
January, 2022**

## **About the Eleanor Crook Foundation**

The Eleanor Crook Foundation (ECF) was founded in 1997 with a single goal: to eradicate global malnutrition. The Foundation invests in research that proves what methods work, policy analysis to drive systems reform, and advocacy that makes the case for urgent action to address this global crisis.

ECF is an active investor, and their team of experts prides itself on being accountable and informed. They ask tough questions and go beyond grantmaking to serve the global nutrition sector as a key convener, advocate, and thought leader. In 2017, the Foundation pledged \$100 million towards the elimination of global malnutrition. In addition, their growing endowment allows them to keep fighting to end malnutrition for as long as it takes. Today, many of ECF's grants are funded by Eleanor personally while others are fulfilled by the Foundation's endowment.

## **Policy Director**

ECF seeks a Policy Director (PD) to join the leadership team at the Foundation and oversee the organization's efforts and investments in research, policy, and catalytic scale-up. The PD will help set the Foundation's long-term goals and priorities, as well as drive progress toward those goals through strategic research, thought leadership, and advocacy. Reporting to the Managing Director and working alongside a dynamic team of policy, advocacy, and nutrition technical experts, the Policy Director will be responsible for developing and executing a multi-year global policy agenda and overseeing ECF's research, policy analysis, and technical/reform-based advocacy investments. In doing so, the PD will be required to stay abreast of the latest trends across global nutrition policy, financing, and advocacy; engage with decision makers and leaders in the global health, development, and malnutrition fields; and explore and anticipate emerging issues across ECF's priority areas of focus.

The Policy Director will be responsible for advancing sophisticated thought leadership in service of the Eleanor Crook Foundation's 2020-2025 strategy and organizational goals. This will include directing desk-based research and analysis; producing policy papers, briefers, and op-eds; and overseeing outside expertise on priority policy issues. The Policy Director will also oversee the Foundation's multi-million-dollar implementation research grants portfolio and should therefore be comfortable working with ECF's research experts to strategically advance that work.

The Policy Director will be expected to work seamlessly across the Foundation, including with the Advocacy & Communications team. For example, the PD will work to identify new, pressing programmatic issues for consideration within the Foundation's research portfolio as well as new promising donor markets for prioritization by the Advocacy & Communications team. Simultaneously, the other members of the ECF team will rely on the Policy Director to quickly synthesize ECF's formal position on trending policy issues, taking into account technical, policy, and advocacy considerations.

A successful candidate will be creative, curious, and committed to the fight against global malnutrition. They will pride themselves on rigor and attention to detail but be willing and able to move quickly and strategically. ECF is looking for someone with a fresh take on how the global development and global health community can better address malnutrition as an under championed and under-resourced issue. ECF is also seeking someone who is motivated and

energized to not just identify problems, but to drive towards actionable solutions -- using their voice, platform, networks, and other resources.

The incumbent will be asked to jump in on day one to address some of the most pressing challenges and opportunities in global malnutrition. The person who assumes this role will be asked to build upon existing efforts to articulate an ambitious policy agenda for the Foundation. Applicants should be excited to roll up their sleeves and help build a world-class policy team by recruiting a small number of analysts and advisors to drive forward ECF's agenda.

The Foundation is looking for someone who knows their stuff - a seasoned professional with experience in global health. The PD should have a proven track record working with or in international development institutions or bilateral donor agencies. The PD must also be a strong communicator – someone who loves to dig into and understand technical detail and is able to translate nuanced information for diverse audiences. Likewise, the PD should understand and appreciate the advocacy and political considerations that have the potential to impact policy proposals. A “sick-of-business-as-usual” attitude is required, and applicants should have an unrelenting desire to dream up big ideas with the potential to have transformative impact on global malnutrition.

A professional who is a skilled self-motivator, who would benefit from flexible work policies, and wants to have a meaningful impact on global health will thrive. The ideal applicant will be based in, or willing to relocate to, Washington, DC.

### **Key Responsibilities:**

#### ***Develop and Execute a Foundation Policy Agenda***

- Working across the Foundation, develop and implement a robust policy leadership agenda. This will require the Policy Director to understand and assess ECF's current areas of focus and survey the broader policy landscape to evaluate can't-miss opportunities for impact.
- Bring the global nutrition community to the next level by providing high-level thought leadership, encouraging and contributing to bold, outside-the-box thinking, and identifying and funding effective policy analysis and research.
- Develop the evidence-based policy case to secure more money for nutrition. Drive technical reform to ensure that investments result in more on the ground results per dollar invested.
- Build relationships and partnerships that result in the scaling up of high impact malnutrition interventions, including through catalytic co-investment with other funders.
- Oversee (and at times conduct) desk-based research and analysis. Work with the team to produce policy briefs, articles, blogs, op-eds, talking points, and other synthesis material.
- Serve as a spokesperson for the Foundation's policy objectives. Skillfully represent the Eleanor Crook Foundation at external convenings and events. In doing so, the Policy Director will be expected to ask hard questions, provide thoughtful answers, and remain restless in the fight towards global progress in the fight against malnutrition.

#### ***Oversee and Manage ECF's Research & Policy Grants Portfolio***

- Work closely with ECF grantees to lead and support policy analysis. Oversee a multi-million-dollar annual budget to leverage outside expertise in support of the Foundation's policy and scale-up agenda.

- Consult with the rest of ECF's senior leadership team to ensure synergistic investment across the Foundation's program teams.
- Provide expert policy advice to ECF's community of partners. For example, provide thought leadership to ECF's research or advocacy grantees to ensure that the whole-of-Foundation investments benefit from the policy team's insights, analysis, and expertise.
- Working with ECF's research experts, oversee ECF's implementation research portfolio - supporting the identification and execution of promising research opportunities and connecting that research to broader global policy conversations.

***Build and manage an expert Policy Team at the Eleanor Crook Foundation***

- Working with the CEO and the Managing Director, recruit and develop a small team to meet the long-term objectives of the Foundation's policy team.
- ECF holds its employees to high standards of excellence. The Policy Director will be expected to manage his/her team to achieve an ambitious policy leadership agenda, fostering significant collaboration across the Foundation at every level.

**Required Qualifications, Skills & Attributes:**

- Minimum of 10-15 years relevant experience in a global development policy role. Demonstrated expertise on global health. Professional experience at relevant UN agencies, multilateral institutions, and/or bilateral donor agencies is a significant plus!
- At least three years developing and managing high performing teams.
- Significant track record in designing, executing, and delivering nuanced policy analysis related to global development, global health, and/or global nutrition.
- An ability to step back from current practice and imagine future frontiers, in research, advocacy, and policy. Confidence to assess opportunity – even when it stands against the status quo – and to inspire action in others.
- High level of interpersonal skills and cultural sensitivity to effectively interact with all levels of US and internationally based partners and staff.
- Ability to hold staff and partners to high standards of excellence, while maintaining a positive work environment.
- Excellent organizational skills and attention to detail.
- Capacity to work both independently and as a member of a team.
- Ability to effectively prioritize, set expectations, and manage – down and up!
- Ability to manage multiple tasks and projects and to meet deadlines. Aptitude at managing competing priorities, holding internal teams and external partners accountable for ambitious deadlines, and building coalitions of the willing in the process.
- Ability to coordinate activities with supervisors, colleagues, and consultants. Willingness to jump in and build a world-class team at a growing Foundation, requiring attention to details both big and small, flexibility, and an unrelenting desire to do better, together.
- Advanced degree in a relevant field (e.g., Public Health, Nutrition, Public Policy, etc.).

**Desired Skills & Attributes:**

- Attentive to detail
- Adept logistician
- Excellent writer
- Composed negotiator
- Socially perceptive

- Self-Starter
- Intellectually curious
- Highly collaborative
- Strategic Thinker and Advocate
- Risk Manager
- Compassionate

The Eleanor Crook Foundation is an equal opportunity employer and hires without consideration of race, religion, creed, color, national origin, age, gender, sexual orientation, marital status, veteran status, or disability. Diverse candidates are encouraged to apply.

Applications and nominations should be directed to [cdisston@disstonsearch.com](mailto:cdisston@disstonsearch.com). Applications should include a resume and cover letter.