

Policy Lead Position Description

Our Vision

ICM envisions a world where every childbearing woman has access to a midwife's care for herself and her newborn.

Our Mission

To strengthen midwives' associations and to advance the profession of midwifery globally by promoting autonomous midwives as the most appropriate caregivers for childbearing women and in keeping birth normal, to enhance the sexual, reproductive, maternal, newborn and adolescent health of women and gender diverse people.

Purpose and Scope of the Position

The position holder will drive ICM's work in embedding midwives in health, gender and other policies directly, and through midwives' associations, as well as influencing stakeholders and partners to support sexual, reproductive, maternal, newborn and adolescent health (SRMNAH) services delivered by midwives. Success in the role is enabled by strategic thinking, a deep understanding of policy-making processes, government structures, navigating political environments and strong communications skills and the ability to convey complex messages clearly.

Role Specific Responsibilities

Reporting to the Head of Advocacy and Communications, the position holder will:

Advocacy Strategy Development and Implementation

- Have a big picture view and align advocacy work with ICM's Strategic Priorities.
- Co-develop and execute advocacy strategies to encourage further action by government actors on midwifery, SRMNAH, gender equality, sexual and reproductive rights, human rights, global health, foreign policy and development assistance.
- Prepare policy briefs and recommendations, reports, and other communication materials to effectively convey key messages to target audiences on a continuous basis.
- Monitor the work of the UN, WHO, UNFPA, and other relevant partners and policymakers identifying and seeking opportunities to embed and build support for midwifery in global fora.
- Proactively identify and leverage opportunities for national and global policy advocacy.
- Deliver high-level advocacy workshops and trainings.

Policy Analysis and Engagement

- Monitor policy developments and provide strategic analysis.
- Build and maintain relationships with policymakers, government bodies and advocacy partners.
- Conduct research and analysis to stay updated with national and international policies and identify opportunities for engagement and influence (e.g. collaborating with ICM member associations to monitor and analyse national legislation, policies, strategies to inform national and regional advocacy)

Member Support and Relationship Building

- Contribute to the capacity-building and participative engagement of ICM members, to ensure their strengthening and participation in policy and advocacy work.

- Build and maintain strong partnerships with like-minded organisations, coalitions, and networks to amplify advocacy efforts.

Campaign Leadership and Coalition Engagement

- Plan impactful advocacy campaigns, including high-level engagement and grassroots mobilisation through ICM's PUSH Campaign.
- Collaborate with internal teams to integrate advocacy messaging and policy priorities into programmatic activities.
- Collaborate with communications colleagues to develop impactful media strategies.
- Grow partnership with civil society, academia and other policy stakeholders.

Monitoring, Evaluation and Reporting

- Track and evaluate the impact of advocacy efforts.

Person Specification

The following requirements will be measured as part of the assessment and selection progress:

Education & Qualifications

- Bachelor's or Master's Degree in public policy, international relations, political or similar, or equivalent experience.
- Proven experience influencing policy or legislative processes.
- Fluency in English (ICM's working language).

Experience and Knowledge

- Minimum of 5 years' experience, working in policy and/or advocacy roles on issues related to midwifery, SRMNAH, gender, global or public health, international development, or human rights.
- Strong understanding of political, legislative and regulatory environments.
- Sophisticated analytical skills, including the ability to source, synthesise and critically evaluate evidence and data from diverse sources.

- Comprehensive research, interpretation and critical analysis skills to evaluate context, data and legislation.
- Proactive and creative problem-solving skills, including the ability to design innovative solutions and identify the necessary levers to get things done.
- Demonstrated experience in preparing high quality written communications in a variety of formats and for a broad range of audiences.
- Flexible and adaptive, able to respond quickly and effectively to changing circumstances.
- Self-directed and motivated.
- Experience of working in a multicultural and multi-lingual and diverse organisation.

Desirable Requirements and Skills

- Experience in, policy / strategy / action plan formulation, report / article writing and documentation.
- Experience in high-level capacity building activities and public speaking.
- Passionate about human rights and ICM's mission.
- Resilient and adaptable to changing circumstances and environments.