10-12 Minutes

1. Global Health Employment Landscape and Trends
2. Key competencies necessary to be successful
3. Your Own Path
   Which Lens? HIC and LMIC Professionals; Student
What is Global Health?

“(the) area of study, research and practice that places a priority on improving the health and achieving equity in health for all people worldwide.”

- Jeffrey Koplan

“A business model in which foreigners contribute resources to health-related activities in lower and middle-income countries for altruistic reasons and/or self-interest.”

- Sharon Rudy
NOT JUST COUNTRY MOH, LOTS OF PLAYERS
Understanding Global Health Careers: A Perfect Storm for Americans

Growth in U.S.-Based Academic Programs

Comprehensive North American university-based global health programs more than tripled from 2011 to 2016 (from 78 to over 250) (Source: CSIS, 2016)

More Practicums in Multicultural Communities…

Global → local crossover has led to increase in U.S.-based practicum sites in low resource, urban, rural, and immigrant communities, where students encounter the same challenges they would globally

…But Fewer Opportunities Overseas for Americans

Specifically, overseas global health work available to Americans has decreased in the continued push for more local experts to take charge
Recommendations to Students (Academia listening?)

Seek out “right” program for you

- Research?
- Development?
- Direct service?

Ensure you are prepared for job market

- Does curricula address needed competencies?
- Look outside core curricula
- Seek overseas, practical experience
For LMIC Health Professionals

- Develop and use professional networks
- Info interviews, conferences
- Use social media (linked-in)
- Identify donors in country
  - Foreign govts, UN system, Foundations...
- Identify organizations doing the work in-country (NGOs/Corporations)
- Do informational interviews and attend conferences – be curious about their work.
- Use employer standards for resumes
- Effective cross-cultural mediators get jobs
FOR EVERYONE - WHAT GLOBAL HEALTH EMPLOYERS WANT: Here is what 50 said

**TOP 5 COMPETENCIES**

- **Communication (3Cs):** 37%
- **Program Management:** 57%
- **Strategy/Project Design:** 33%
- **Collaboration:** 27%
- **Monitoring & Evaluation:** 39%

- **85%** of employers surveyed agreed or strongly agreed that academia could better prepare students for what the work actually is.

- **Two main competency gaps:** Surveyed employers offered trainings to address deficits in:
  - Program design, management and M&E (55%)
  - Communication, teamwork and collaboration (30%)
    - Leadership and supervision (27%)

- **What can academia do to make students more “work ready?”**
  - Widen access to LMIC experience
  - Foster understanding of the business of global health
  - Strengthen collaboration skills
Key Competency Clusters for Success in GH careers

- Technical/Clinical Topics and Populations
- Knowledge Management
- Business Skills
- Interpersonal Effectiveness
WHAT SKILLS WILL BE NEEDED IN THE FUTURE?

• Depth in specific health areas including chronic disease, **pandemics/infectious disease**, and key populations (youth, gender, refugees)
• Evaluation, data analysis and dissemination (turbo charged)
• Business skills: proposal development, project design and implementation, funding knowledge
• Understanding multiple specialties and how they impact each other, esp. environment and technology.
• Ability to foster collaboration among sectors who usually don’t work together
• Capacity building, scaling up, and sustainability

AND ALWAYS – Collaboration, Teamwork
SELF-KNOWLEDGE: THE SOURCE OF ALL WISE CAREER DECISIONS
WHAT DO YOU LOVE?
WHAT ARE YOU GOOD AT?
WHERE DO YOU NEED TO BE GEOGRAPHICALLY?
WHY GLOBAL HEALTH?
THANK YOU!

• SUSTAINING TECHNICAL AND ANALYTIC RESOURCES (STAR)
  • www.ghstar.org
  • @GHSTAR_Project

• GLOBAL HEALTH TECHNICAL PROFESSIONALS (GHTP)
  • www.globalhealthtp.org
  • @GlobalHealthTP

• PHI/CDC GLOBAL HEALTH FELLOWSHIP PROGRAM
  • www.phi-cdcfellows.org/
  • @PHICDC

www.drsharonrudy.com
Building Your Career in Global Health: A View from the Global South

Kathryn Chu
Professor and Director, Centre for Global Surgery
Department of Global Health
Stellenbosch University, South Africa
CUGH Lancet Seminar Series
March 27, 2020
Global Health Inequity

- Worse health outcomes in LMIC
- Paucity of funding for LMIC institutions
- Lack of global health researchers in LMIC
- Inequity in global health academic partnerships between North and South
View from the Global South

• However, for LMIC researchers, this is an ideal time to get involved in global health

• The field is saturated with global health academics from the global North

• But they all need partners in the global South
Global Health Training

• Obtain the relevant global health training if your country has the appropriate programs

• Example: South Africa
  • University of Cape Town, MPH
  • Stellenbosch University, Department of Global Health
    • Masters in Clinical Epidemiology
    • Masters in Health Services Research
South Africa Example: PhD training

SA PhD Project

The South African PhD Project is a marketing and postgraduate student support programme. An initiative of the National Research Foundation (NRF), its objective is to build a critical mass of highly educated and skilled South Africans who can contribute to the country’s economic growth and global competitiveness. We support all research Doctoral students, including PhD, D. Tech, DBA, LLD, Dsc, DCom, D. Lit and D. Phil.

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Remote Global Health Training

1. **Foundations of Global Health**
   - Instructor: Johns Hopkins University
   - Course: Specialization
   - Rating: 4.7 (604)
   - Students: 28K
   - Level: Beginner

2. **Essentials of Global Health**
   - Instructor: Yale University
   - Course: Course
   - Rating: 4.8 (290)
   - Students: 16K
   - Level: Mixed
   - Free!

3. **An Introduction to Global Health**
   - Instructor: University of Copenhagen
   - Course: Course
   - Rating: 4.8 (487)
   - Students: 19K
   - Level: Mixed
   - Free!

4. **The Challenges of Global Health**
   - Instructor: Duke University
   - Course: Course
   - Rating: 4.8 (487)
   - Students: 19K
   - Level: Mixed
   - Free!
Identify a Research Topic

- Identify a global health topic you feel is important and relevant to your community/country.
- Clinicians-identify a gap in service provision or barriers to care
- Horizontal global health priorities attracting attention
  - Strengthening health systems
  - Multi-institutional collaborations to building LMIC research capacity
Building Your Global Health Career

- Affiliate with an institution that has a grants management team
  - University, NGO
- Get a mentor(s)
  - HIC or LMIC
- Good data to show academics are more successful by every measurement with mentors
- Be explicit in your asks. Follow through
- Could become a future research partner
Funding for Career Development LMIC researchers

- US - National Institute of Health (NIH)
  - K43 Emerging Global Leader Award
  - 5 years, US mentor

- UK - Wellcome Trust
  - International Training Fellowships
  - LMIC national
  - Have PhD or be clinician
International Global Health Grants

- US NIH
  - Fogarty International Center

- UK National Institute of Health Research (NIHR) Global Health Research Program

- UK-Academy of Sciences-Global Challenges Research Fund
Equity in Collaborations

- Do not accept token authorship
- If you find yourself on a grant or a paper initiated by a HIC partner—great
- Ask/demand to learn the skills that go with being an equal contributor
- Add capacity building skills—biostats or writing courses into the grant
Conclusion

- LMIC researchers are in a desirable position to become partners for HIC investigators

- Establish yourself as an independent researcher and apply for the increased number of career and project funding opportunities in global health

- You know what is relevant for your government/community so make sure you drive your local research agenda
EQUALITY

EQUITY
The long and winding road: Careers in global health

Miriam Lewis Sabin, PhD
Senior Editor, The Lancet
“I don´t believe there would be any science at all without intuition”

Rita Levi Montalcini (1909-2012), Nobel Laureate in Medicine
Education, skills and motivation lead you where you want to go:

- **Education**
  - You don’t have to attend the world’s top public health school; what’s important is to:
  - Take advantage of the connections in/out of school
  - Do some research
  - Design a project from start to finish
  - Apply what you learn outside the classroom
Skills

- Obtain skills that match your aspirations
  - This may be a wide range of transferable skills:
    - Basic field epidemiology and analysis
    - Mixed quantitative and qualitative methods
    - Communications skills
    - Choose a topic or two of interest- follow them avidly
    - Go outside your comfort zone to obtain the skills you need to succeed
Motivation
• What are you passionate about?
• What are you not passionate about?
• If you’re not sure, go out and get new experiences
• Do you need to go back to school? For a PhD? MD? Post doc, etc?
• Do you want to make a difference (at an often slow pace but can make a global impact)? Or do you prefer micro level?
• Make a plan and try to follow it
• DO NOT listen to the naysayers!
Example 1: The very focused, expert in a particular area of global health

- L received a PhD in virology from a state university in US
  - She focused on serology and assays for HIV, worked with global HIV diagnosticians
  - She got a job with Clinton Health Access Initiative
  - Moved to WHO HIV department 3 years ago and is helping to lead WHO guidance and science on HIV

- K received an MD and then was accepted into the Epidemic Intelligence Service (EIS) at CDC. She focused on global immunization. Stayed in this area for 15 years
  - K was seconded to WHO 4 years ago and is the Measles Team Lead
Example 2: My long and winding road

• English major in college at a state US university
• MS in Social Work; research minor; practiced for 2 years
• Worked for 150 dollars a month at an NGO in Tunisia
  • Rwandan genocide: my intuition moment: mental health among refugees and IDPs? Survivors?
• PhD in social work: epi study; linked to mentor at CDC
• Faculty position but...applied to EIS (best decision ever)
  • CDC needed to diversify their skill set in EIS
• Move to Geneva: WHO, UNAIDS, Global Fund
  • Keep opportunities always open: volunteered at the Bulletin for the World Health Org.; kept publishing
• The Lancet: looking for transferable skills; global health; solid writing and scientific skills
Remember, rich in-country experience and your expertise is a big +!

- More and more direct funding going to research centers in LICs/LMICs = greater opportunities for you

- WHO and other agencies acknowledge that they must increase all forms of diversity (geographic, social class, gender, etc.)

- Seek out opportunities with organizations that have links to the global level

- Apply to be a WHO intern (entry level) (They pay now)! Great interns go on to receive great opportunities
Thank you!

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So happy and honored to be here and working in global health!

UNAIDS – Africa CDC Health information situation rooms multi country meeting, Zambia, 2018
The Lancet & CUGH Webinar Series Episode 3 | Building Your Career in Global Health and International Development

Q&A

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