

HEALTH ADVISER

Location	Global
Department	Advocacy and Evidencing
Reports to (Line Manager)	Head of Advocacy and Evidencing
Co-lead with	One of the Regional Network Coordinator on UHC advocacy strategy
Grade	E
Contract Type	Open-ended contract

About HelpAge

HelpAge International works with a diverse global network of around 200 organisations across 99 countries to promote the rights of older people to lead dignified, healthy and secure lives.

Through partnership and collaborations, we work to ensure the inclusion of older people across society and strive to deliver a just and fair world for everyone as they get older. Our work is driven by our desire to achieve real impact for older people, to be inclusive, to work in partnership and to learn from our shared experience.

As countries prepare for and adapt to population ageing, we are seeking to make a difference at a critical juncture to how societies, economies and institutions adapt to this change.

Our 2030 Strategy 2030, [Ageing in a Just World](#), sets out how we will work to shape the future we all share. By working together with our partners, we aim to inspire a movement for change. By ensuring all our work promotes older people's wellbeing, dignity and voice, we seek to transform the lives of older people now and in the future.

Guided by our commitment to our values of impact, learning, partnership, and inclusion, we partner with others to bring systemic change and impact at scale. By acting as a supporter, convenor and thought leader, we want to make an impact that matters for older people and their communities.

Our organisational culture

The culture of the organisation aims to ensure:

- **Accountability for All:** Every individual and team member is responsible for their actions and decisions, ensuring alignment with **organisational priorities** and commitments to partners and network members.

- **Trust, Respect, and Inclusion:** We strive to create an environment where mutual trust is the foundation of all relationships, diverse perspectives are valued, and everyone feels included in decision-making processes.
- **Culture of Collaboration:** Working together across teams, network members, and partners to share knowledge, maximise impact, and drive collective success, rather than working in silos.
- **Openness and Transparency:** Ensuring open communication, clear decision-making processes and actions, and a commitment to sharing information in a way that builds trust and accountability.
- **Collective Responsibilities Within and With Partners and Network:** Recognising that achieving our mission requires shared responsibility, we promote joint ownership of decisions, initiatives, and outcomes across HelpAge and its network members and partners.
- **Staff and network members are valued:** Staff and network members are recognised, and valued and appreciated for their contributions, fostering an environment where every individual feels respected, supported, and integral to our mission, with their input and expertise recognised as vital to achieving our shared goals.

The Behavioural competencies outlined below support this culture.

About the Department

The Global Impact Team drives HelpAge International's mission to advance the wellbeing, dignity, and rights of older people, by championing locally led action and global solidarity.

- At the heart of our work is a thriving, resilient HelpAge Network—a powerful collective of national civil society actors driving change that is rooted in the priorities and experiences of older people.
- We lead the delivery of HelpAge's strategic approach to support, convene, and influence, across humanitarian and development contexts, to achieve lasting and inclusive impact.

Our goal is to ensure that:

- Older people have inclusive, improved access to secure and adequate income
- Older people have safe and secure access to humanitarian assistance
- Older people have improved access to inclusive health, care, and support services
- Age-inclusive laws, policies and systems guarantee older people's rights across all sectors
- A thriving locally led HelpAge Network drives collective action to uphold older people's rights, dignity, and wellbeing.

About the Job

The Health Advisor will provide strategic leadership for HelpAge's health work, with a focus on Universal Health Coverage (UHC) and community-based approaches. This includes co-creating and delivering advocacy strategies with HelpAge teams and network members and leading the implementation of the Healthy Ageing Platform.

Acting as an enabler and connector, the postholder will support capacity strengthening, promote shared learning, and facilitate collective action grounded in power and rights analysis—amplifying the voice and leadership of older people and our members.

The role holder will work collaboratively with both internal stakeholders; 5 Advisers (Humanitarian advocacy, Rights, Social Protection, Gender and inclusion and climate change), Network Engagement, Fundraising and Strategic Partnerships, Programme Management, Global Impact and external stakeholders; Network Members including new entities, Government and Civil Society Stakeholders/platforms engaging in global health advocacy, Global Institutions (WHO, WB, UN, UHC2030 CSEM, IDDC, NCDA and relevant health alliances), Donors and funding agencies.

Key areas for impact/influence and responsibilities

To make an impact and influence, the role holder will aim to provide strategic leadership and coordination for HelpAge's global advocacy strategy to secure improvements in older people's access to health and care services through the implementation of commitments to UHC, enable and support internal teams and network members to strengthen their technical capacity on UHC and community-based approaches to health through collaborative approaches, training, mentoring, and access to practical tools and resources, lead and coordinate the generation and use of evidence related to healthy ageing, collaborating with network members, researchers, and allies, facilitate shared learning, visibility, and influence for network members and older people in key health forums.

Below are the specific responsibilities for this role:

- Provide strategic leadership for the development and delivery of HelpAge's global advocacy strategy on UHC, ensuring strong engagement of teams and network members throughout its design and implementation.
- Engage in relevant external advocacy spaces and health and care networks, using stakeholder and power-mapping to build and maintain strategic relationships with UN agencies, member states, INGOs, and health and care experts.
- Promote the meaningful participation and leadership of older people, particularly those facing discrimination and exclusion, in health and care forums.
- Provide technical support to staff and network members to strengthen quality, rights-based programming and advocacy initiatives related to healthy ageing and community-based approaches, through tailored guidance, training, tools, and ongoing accompaniment—working in close collaboration with Regional Network Coordinators.

- Support network member-led advocacy efforts on UHC and community-based approaches to health, ensuring that approaches are grounded in local contexts, shaped by network member priorities, and aligned with HelpAge's overall approach to health and care.
- Facilitate the generation, synthesis, and use of evidence on healthy ageing by coordinating research initiatives, managing relationships with research partners, and drawing on practice and insights from across the HelpAge network.
- Produce and contribute to high-quality advocacy outputs, including policy briefs, reports, and tools, in collaboration with internal teams and members.
- Represent HelpAge and its network externally, and support and enable members to take the lead in strategic advocacy spaces to amplify their voice and influence.
- Work with the communications team to ensure timely messaging, updates, and public statements on health-related issues, aligned with advocacy goals and external developments.
- Monitor global trends and conduct horizon scanning in the health and care space to identify emerging risks, opportunities, and areas for engagement.
- Strengthen Monitoring, Evaluation, and Learning (MEL) related to health advocacy and programming outcomes, and promote the effective use of relevant data, evidence, and learning across the organisation and its network.

Skills and experience required

Essential Experience and Knowledge

- Substantial professional experience in public health, health systems strengthening, or health advocacy, ideally within international development or humanitarian contexts.
- Proven experience working on Universal Health Coverage (UHC) and community-based health approaches, including in lower- and middle-income country contexts.
- Strong track record in advocacy strategy development and policy influencing on human rights-related health issues, with direct experience engaging high-level decision-makers in national governments, UN agencies, and global platforms (e.g. WHO, UHC2030).
- Demonstrated ability to lead and contribute to evidence-based advocacy, including research design, data analysis, report writing, and dissemination.
- Deep understanding of rights-based and inclusive approaches to health, with specific attention to ageing, disability inclusion, gender equity, and ageism.
- Good knowledge of global health architecture, institutions, and current policy debates (e.g. SDG 3, Primary Health Care, NCDs, healthy ageing, and care systems).
- Experience working in an advisory capacity on health and care-related programming or advocacy at regional or global levels.

Skills and Competencies

- Strategic thinker with a strong ability to translate complex global policy issues into practical advocacy goals and programming guidance.
- Strong interpersonal and networking skills, with proven ability to build and maintain relationships with diverse stakeholders including governments, INGOs, researchers, and civil society partners.
- Skilled in facilitating participatory processes, capacity-strengthening, and co-creating initiatives with local and national actors.
- Proven ability to design and deliver training, develop tools and guidance to strengthen rights-based approaches to health and care.
- Confident public speaker and communicator, capable of tailoring messages for a wide range of technical and non-technical audiences.
- High level of written communication skills, with experience producing policy briefs, position papers, and high-quality advocacy outputs.
- Demonstrated ability to manage multiple priorities under pressure and respond flexibly to dynamic external environments.
- Familiarity with Monitoring, Evaluation, Accountability, and Learning (MEAL) standards and the use of disaggregated data (especially SADD) for advocacy and programming.

Qualifications

- Master's degree or equivalent in Public Health, Global Health, Health Policy, Social Policy, Development Studies, or a related discipline. Equivalent relevant experience may be considered in lieu of formal education.

Other Requirements

- Demonstrated ability to work effectively in cross-cultural, networked, and multi-stakeholder environments.
- Strong commitment to locally led action, with experience working alongside or supporting national and community-based organisations.
- Demonstrated commitment to partner-led programming, including supporting local leadership through coaching and accompaniment.
- Familiarity with population ageing and its intersection with broader global issues such as climate change.
- Fluency in spoken and written English is essential; working knowledge of another UN or regional language (e.g. French, Spanish, Arabic) is highly desirable.
- Ability and willingness to undertake international travel, sometimes at short notice.

Key Behavioural Competencies

Competencies	Description
Working Collaboratively with Others	Work collaboratively, building mutual trust and respect, with external organizations and partners to achieve our strategic aims and objectives; being accountable for the work we do together.

Adaptability and Flexibility	Adapt to new directions or opportunities arising within the organisation and in our work area; being flexible in our role, constantly using the feedback to learn more and evolve further.
Supporting and Facilitating Change	Lead behavioural and cultural change through embracing a supportive, collaborative and highly inclusive environment where everybody feels supported, respected and engaged.
Extend HelpAge's Reach and Impact	Extend HelpAge's reach and impact by creating and identifying new business development opportunities and building relationships with new partners.
Diversity and Inclusion	Lead and promote a culture of including the voices of older people across our support, convening and thought leadership roles, in a way that is transformative, empowering and highly inclusive of those marginalised by gender, economic status, disability and other factors of discrimination.
Leading Others (for managers)	Demonstrate strong leadership to own unit/department and manage people in a well and reputable manner. Create an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.

Safeguarding

HelpAge International is committed to safeguarding the communities with which we work, our partners, staff and any others who we come into contact with. The post holder will also be responsible for:

- Preventing harm and abuse from our people, operations and programmes to anyone that encounters our work.
- Reporting all safeguarding incidents you see, hear, hear about or suspect, using our internal reporting mechanism.
- Complying with all safeguarding framework policies and practices.
- Completing mandatory training courses relating to our safeguarding policy framework and complying with HR vetting procedures.

SAFER RECRUITMENT

All employments at HelpAge International will be subject to satisfactory references and appropriate screening checks, which can include misconduct disclosure schemes and terrorism finance checks.