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# Accelerating health equity through talent

An Introduction to PATH's work and Talent Strategy

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# Personal Background



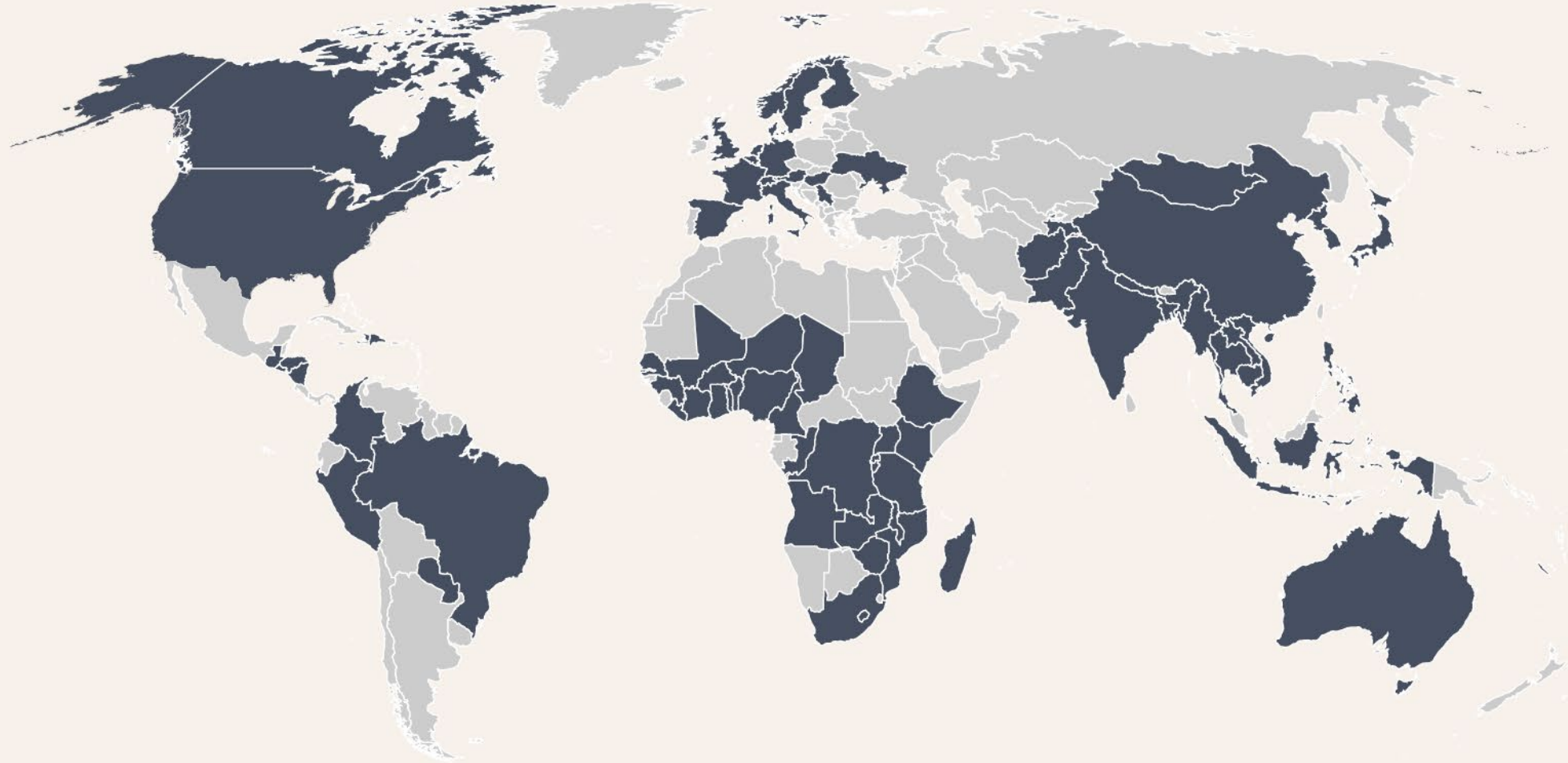
PATH is a global team of innovators working to eliminate health inequities so people, communities, and economies can thrive.


PATH was launched in 1977 by three intrepid researchers who envisioned a new kind of health organization.



Photo: PATH

Today, we are a global team of 1,500+, working in 70+ countries.



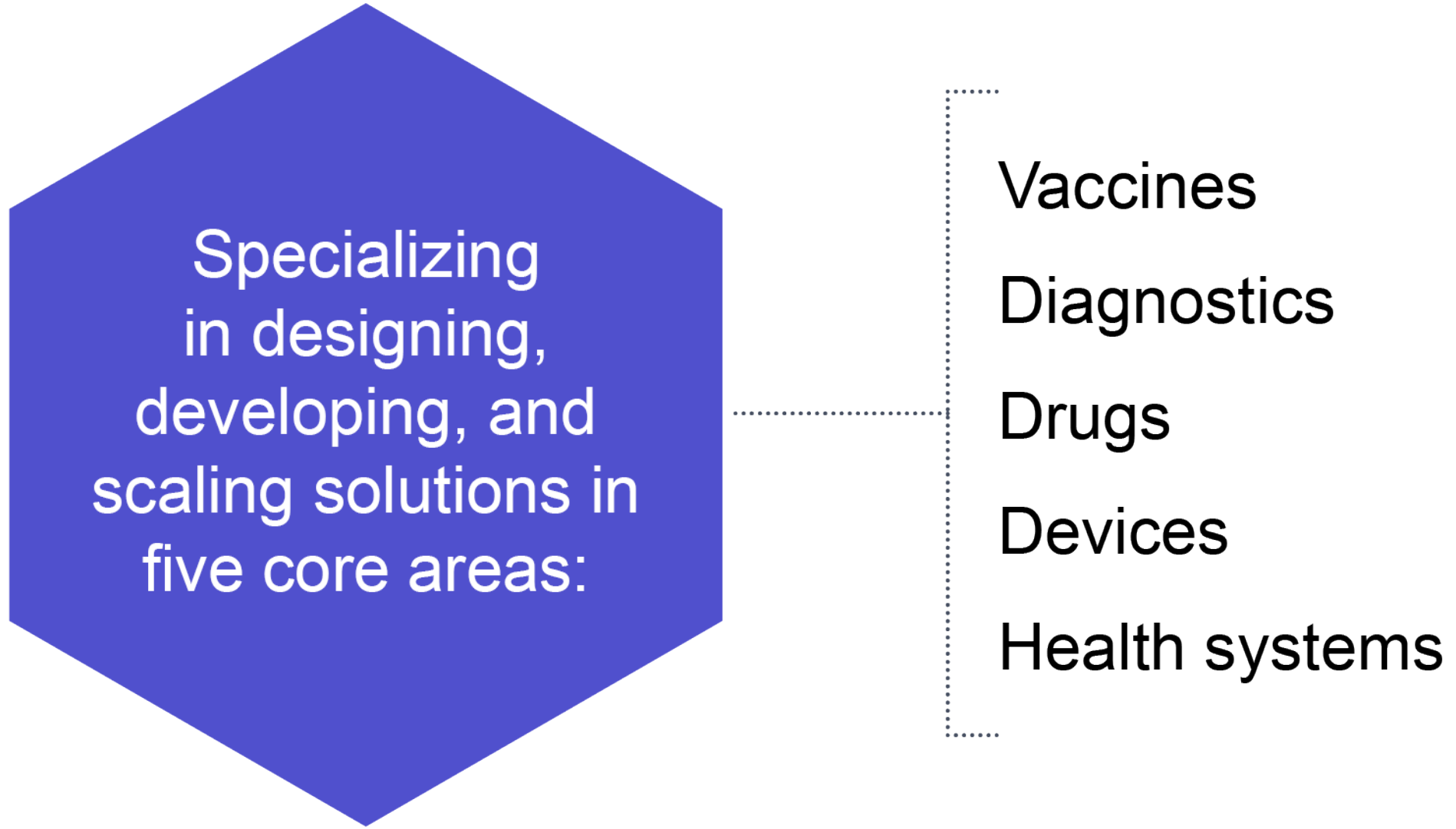


# We take on the world's greatest health challenges



## With a focus on:

- Cancer
- Diabetes
- Diarrheal disease
- Early childhood development
- Epidemic preparedness
- Heart disease
- HIV/AIDS
- Human papillomavirus
- Influenza
- Japanese encephalitis
- Malaria
- Maternal and newborn care
- Neglected tropical diseases
- Nutrition
- Sexual and reproductive health
- Tuberculosis
- Water, sanitation, and hygiene



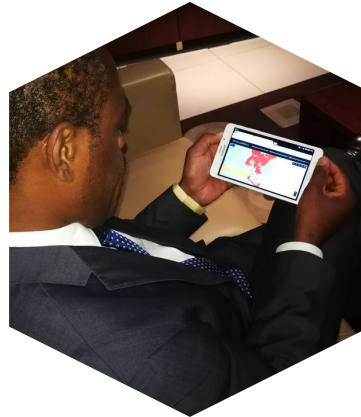


# PATH in action



## Priming a local manufacturer to fill a critical market gap

PATH helped Serum Institute of India build the technical capacity to produce high-quality, low-cost vaccines for India and beyond. As the company has grown, so has its economic impact.



## Preparing a nation to take on Ebola

The Democratic Republic of the Congo embedded a PATH technical advisor in its health ministry to build data-use capacity, a partnership that prepared decision-makers to launch an unprecedented response to a recent Ebola outbreak.



## Rolling out public health initiatives on a global scale

In concert with the World Health Organization, UNICEF, and dozens of countries, PATH is helping governments build capacity to scale up policies and services that will make interventions to improve early childhood development universal.

# Partnerships



How?

# PEOPLE



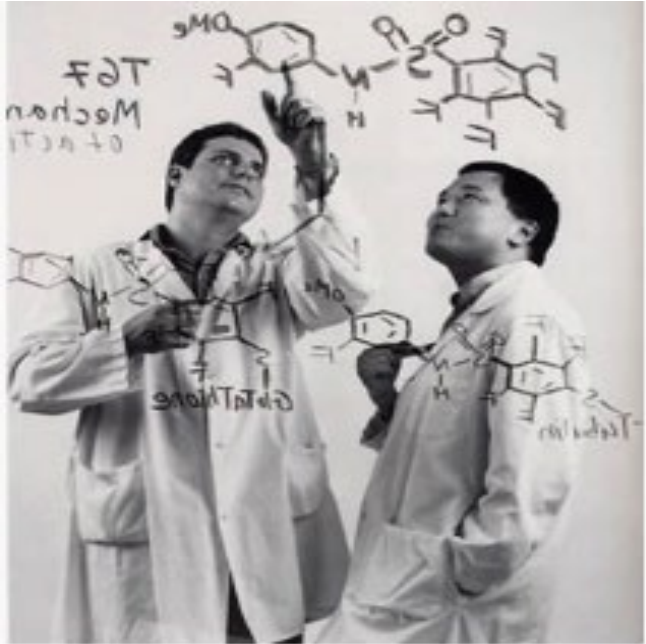
Our global team of experts—scientists, health professionals, business leaders, engineers, advocates, and dozens of other specialties—are largely from the places where we work.



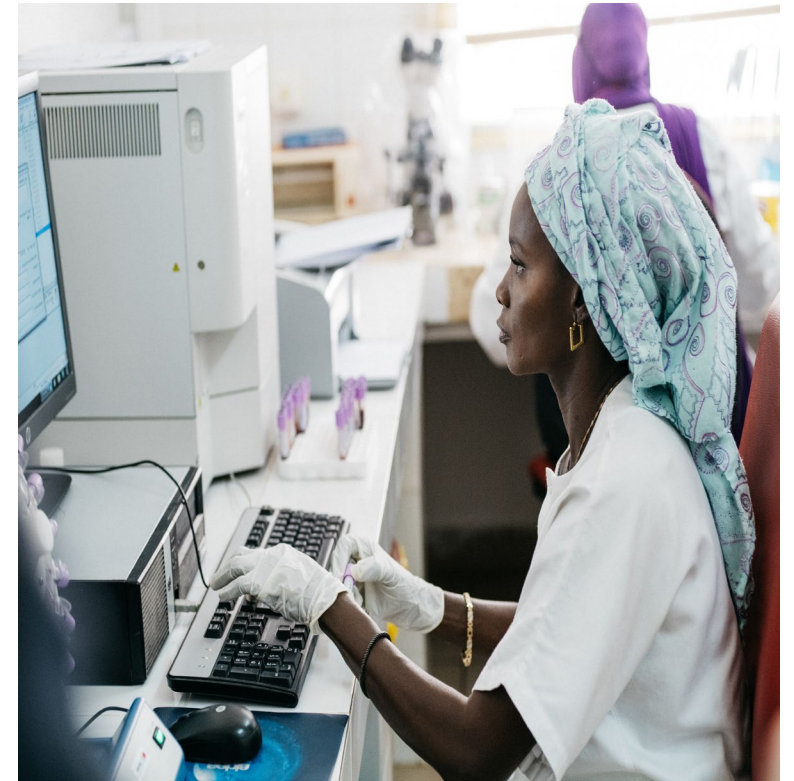
Photos: PATH/Dave Simpson

Seek talent from life science  
industry, social-sectors, public  
institutions and businesses of  
every type

# Hard to Find Skill-Sets



# Global Workforce





# Recruiting Team

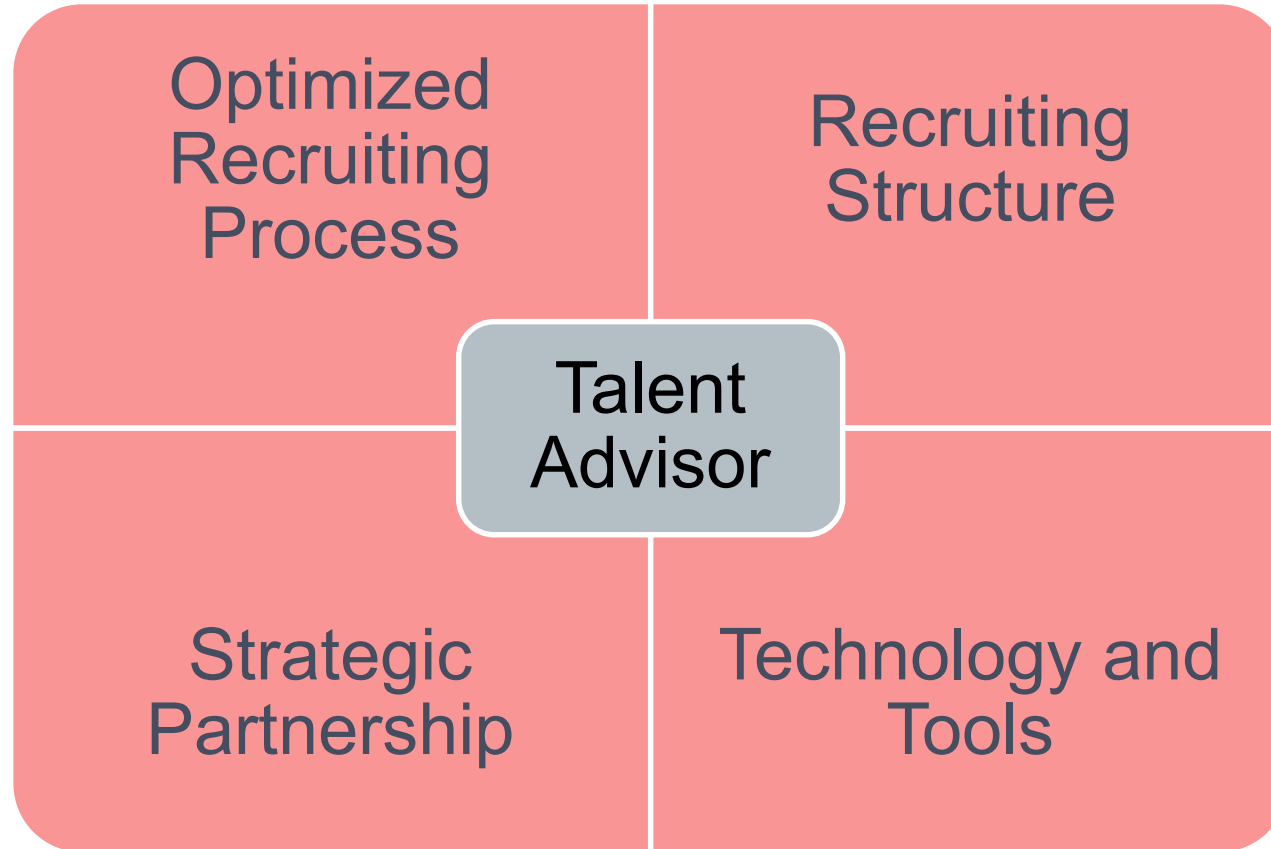
*Discover and inspire people worldwide to join PATH's mission.*

## Goals:

- Global recruiting capabilities
- Agile approach to total workforce
- Proactive pipeline of talent
- Partnership model with hiring teams
- Industry best candidate experience
- Development opportunities for early in career professionals



# Recruiting Framework



# Total Workforce

*Talent mechanisms that allow for agility and adaptability to ensure rapid project start-up and scaling.*

## Differentiated Staffing Mechanisms

- Consultants
- 3rd Party temps
- Full-time employees
- Limited term employees

## Talent Programs

- Student Placements or Practicums
- Internships
- Fellowships
- Talent Exchange



# Talent Programs

*The Talent Programs team works as a connector between community organizations, educational institutions, and PATH hiring teams to provide meaningful on the job experiences and learning for the next generation of global health leaders.*

## Internships

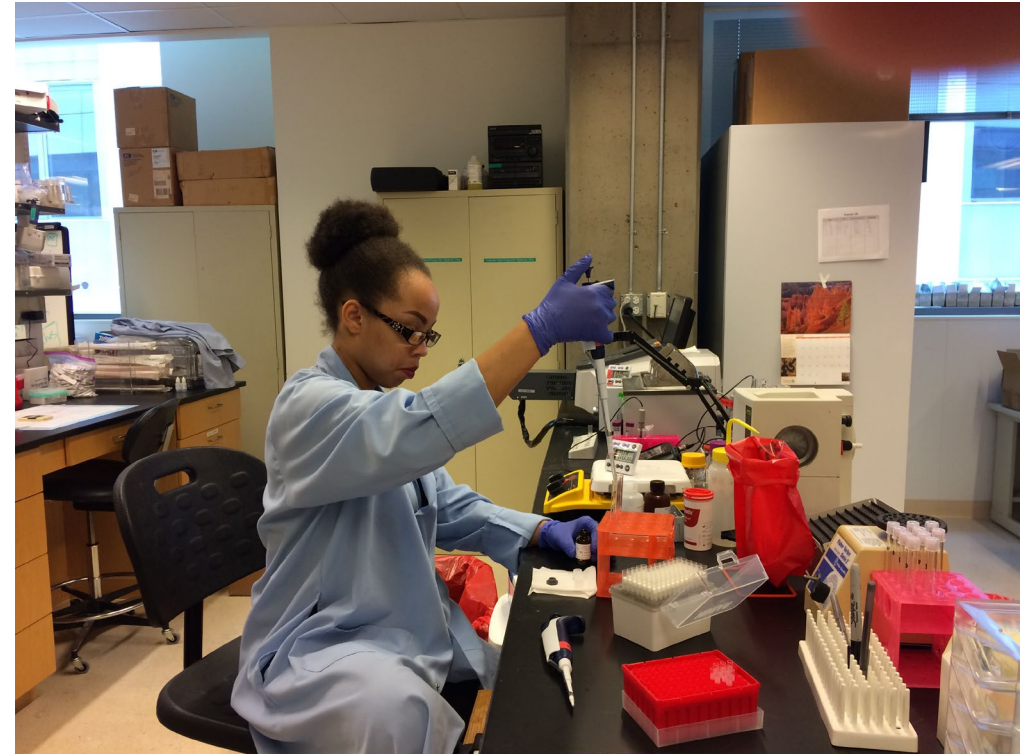
- Partner with colleges and universities to provide on-the-job learning for students with close guidance and mentoring from a supervisor

## Fellowships

- Partner with donors and sponsoring organizations to provide programming, mentoring and career support for young professionals

## Talent Exchange and Partnerships

- Partner with outside organizations to host skills-based volunteer initiatives



# Spotlight: Siemens Foundation – PATH Fellowship

*Fellowship program builds the capacity of early-in-career STEM professionals through meaningful research and laboratory experience, exposing emerging scientists to career opportunities in global health.*

- What makes it unique?
  - Partnership
  - Industry mentors
  - Hands on laboratory and shop experience
  - Recruitment focus on diversity in STEM





Improving the lives of the  
people we serve, through  
the people we hire



Because we know that when  
people are healthy, all of  
humanity moves forward





# Q&A



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**PATH**

