May 29th, 2019

Accelerating health equity through talent

An Introduction to PATH’s work and Talent Strategy

Matt MacLean
Global Director of Talent Acquisition
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.
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
Specializing in designing, developing, and scaling solutions in five core areas:

- Vaccines
- Diagnostics
- Drugs
- Devices
- Health systems
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
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.
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

- Optimized Recruiting Process
- Recruiting Structure
- Strategic Partnership
- Technology and Tools
- Talent Advisor
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
Manifesto
Q&A
For more information, contact:

Matt MacLean
immaclean@path.org