COMMUNITY HEALTH IMPACT COALITION

JOB DESCRIPTION: DIRECTOR OF RESEARCH AND AI.

> Community Health Impact Coalition is hiring a Director of Research and AI.

Community Health Impact Coalition is making professional community health workers (proCHWs) the norm worldwide by changing guidelines, funding, and policy. We research to equip international norm setters with evidence. We advocate to influence global financing institutions. And we activate in-country CHW networks to win proCHW national policy. CHIC includes CHWs and global health organizations in 60 countries. We exist because CHWs work. Our vision is quality care for all, including those who provide it.

ABOUT THE POSITION

CHIC is looking for a **Director of Research and AI** with a vision for the field and the ability to bring people together to deliver it.

You see the big picture. You know which questions will move policy, where the evidence gaps are holding CHWs back, and where AI can improve the care CHWs deliver.

You turn that vision into results through other people. CHIC's research is done by the Coalition: CHWs, advocates and researchers in 60 countries, most of whom work for other organisations. You lead them to decide together which questions matter most, then shepherd them through answering them, with CHWs as co-authors. You do the same with the CHW–AI Evidence Collaborative, the 50+ researchers, NGOs and funders that CHIC convenes on AI in community health. You ensure CHIC is the place where that field sets its agenda, identifies the most promising areas for AI research, and turns them into studies.

At CHIC, we see research as a matter of justice. The people CHWs serve deserve care built on evidence, and the questions that get researched shape whose problems get solved. Today, many research agendas are set far from the frontline, and implementers have little time or incentive to publish, so valuable programme data and field lessons go unused.

CHIC's answer is to do research together. Practitioners pick the questions. Members pool programme data and run multi-country studies to find out what holds true across countries.

This is a doer-director role that is both internally and externally facing. You will help shape the direction and then do the work of seeing it through. You will get existing evidence used and produce new evidence that improves the quality of care, running several studies at once. You will manage all Coalition research outputs, and build the infrastructure that lets the Coalition produce evidence faster. You will represent CHIC externally, both with funders and at conferences. You will chase commitments and close loops until that evidence is in front of policymakers, helping the Coalition reach its collective goal of proCHW policy change in 95+ countries.

POSITION INFORMATION

- Contract duration: Full time, permanent
- Compensation: Grade 3, Band 5, refer to the compensation policy
- Benefits: Medical, dental, and vision insurance including dependent coverage; life insurance; fully-paid parental leave (16 weeks); fully vested 3% 401k or pension contribution; professional development allowance; monthly coworking benefit; annual wellness allowance; flexible work schedule; and a retrofit of your home office. Refer to the benefits guide.
- Reports to: CEO
- Line manages: Two Research Managers
- Convenes: CHIC Research group, AI Evidence Collaborative
- Location: Remote, with at least 3 hours of your working day overlapping UTC
- Travel: This position requires approximately 10-15% travel

YOUR MISSION

Employ...	In order to...
• **Research credibility.** A PhD and a strong record of corresponding/first author peer-reviewed publications. Expertise in research methods, data analysis, and economic evaluation. • **Project management and team coaching.** You run several studies at once and bring collaborators together	• Lead the Coalition to produce and publish major collaborative studies that win proCHW policy, and make CHIC the place where the field sets its agenda on AI and community health. • Establish co-production with CHWs as the standard for community health research, starting with every CHIC study • Make CHIC's research the evidence the

from multiple organizations to execute them. You can cut across different thematic areas of work and see the big picture • **Ethical orientation.** You bring a relentless focus on fair working conditions for proCHWs, who are salaried, skilled, supervised and supplied. You treat CHWs as experts and co-authors, and you set up authorship so they can take part (voice notes, translated drafts, supported feedback). • **Interest in applied AI and digital:** You have a deep understanding of the context in which CHWs operate and what they need to excel in their roles and working knowledge of AI and digital health as applied to community health in low- and middle-income settings.	field cites and decision-makers act on, growing citations to 1000+ in 2027 and 1200+ in 2028 • Translate the evidence for use: curate a monthly Research Round-Up and give ministers in priority countries credible, context-specific economic cases for CHW investment, co-developed with national partners and timed to budget cycles and bilateral negotiations • Create community across CHIC's Research tactic and across the wider CHW–AI field, maintaining speaking and attendance rates of 80%+

CORE RESPONSIBILITIES

1. **Lead the Research Programme**
    - Lead the Research group: Lead and publish studies with member collaborators from multiple organizations, with CHWs as co-authors
    - Cultivate relationships with Members, Allies, universities and technology partners, and recruit Members to studies and the Collaborative, including by hosting the monthly research call
    - Set and deliver CHIC's research agenda, tied to proCHW policy change in our focus countries
    - Build and run the research systems: SOPs, go/no-go criteria for studies and collaborations, quarterly plans and shared research decks
    - Oversee ethics approvals, journal submissions and CHIC's authorship policy
    - Oversee the research inputs to the proCHW Policy Dashboard

2. **Lead CHIC's AI Agenda**
    - Make CHIC the hub that funders, implementers, researchers and CHWs turn to for evidence and norms on AI in community health
    - Chair the CHW–AI Evidence Collaborative (50+ researchers, implementers and funders) and deliver its funded commitments: quarterly learning cycles, a monitoring, learning

and governance framework, Member pilots, Ministry of Health engagement and a scaling plan
    - Lead and publish CHIC's AI research portfolio with CHWs involved from design onward, and bring go/no-go recommendations on new areas
    - Host AI convenings and advise funders, multilaterals and technology companies on community health AI strategy

3. **Translate the Evidence for Use**
    - Produce economic cases for ministers in priority countries, with national partners, timed to budget cycles and bilateral negotiations
    - Turn findings into one-pagers, talking points and briefs with the Advocacy and Activate teams
    - Curate and front the monthly Research Round-Up (7,600+ subscribers) with the Communications Lead, with the Research Managers preparing the content

4. **Lead the Team and Represent CHIC Externally**
    - Represent CHIC at conferences, funder meetings and working groups as a recognised voice on CHW research and AI
    - Line-manage two Research Managers and coach each to lead their own core project
    - Set the Research tactic's annual KPIs and quarterly goals, manage its budget and report progress against them
    - Brief the CEO weekly, with clear recommendations when a decision is needed
    - Shape cross-tactic strategy in the Directors group, including the BHAG, focus-country strategy and annual planning
    - Hold the research and AI funder relationships and co-develop grants with the Director of Development

KPIS AGAINST WHICH YOU WILL BE ASSESSED

- **Scholarly & Policy Citations**: citations of CHIC research in scholarly and policy documents
- **Meaningful Co-production**: % of major research projects that meet ≥2 defined co-production criteria.
- **Research Use:** % of priority decision-makers who receive CHIC research take a follow-up action

REQUIRED QUALIFICATIONS

- A systems builder who thrives on clarity, structure, and scale.

- A PhD in a related field and first author publications on CHWs

YOU ARE ALSO

- Inspired by healthcare as a human right
- Empathetic and driven by a desire for deep understanding
- A systems thinker who enjoys tackling large, complex problems
- A doer-director: looking to contribute to strategy, while also getting your hands dirty
- Able to collaborate with a distributed team on a self-directed work schedule

OUR TEAM & CULTURE

At CHIC, we thrive on radical collaboration and decisive action, with a culture deeply rooted in trust, accountability, and acts of care. Leaving egos at the door, we focus on impact, leveraging co-creation to foster genuine ownership and drive adoption. As a lean and nimble team relentlessly focused on delivering for our mission, we practice a rhythm of work and rest that balances achievement and well-being. If you enjoy having a high level of autonomy and creativity, seek impact-driven work, and aspire to be on a high performing team that holds each other accountable to delivering results, you will fit in well at CHIC. As a virtual and distributed team, we leverage technology to help us organize, structure, and enhance our collaboration and workflow. Being a digital native isn't necessary, but having a growth mindset is imperative to thriving at CHIC.

EMPLOYMENT

Community Health Impact Coalition (CHIC) is a 501(c)(3) organization. Teammates in the United States are employed through Emplova, a Professional Employer Organization (PEO) that serves as CHIC's co-employer to provide HR services, including payroll and benefits. Teammates in other countries are employed through an international Employer of Record (EOR) partner that serves as the individual's legal employer for purposes of payroll, benefits administration, and local compliance.

CHIC is committed to creating a diverse team and is proud to be an equal opportunity employer. All qualified applicants will receive consideration without regard to race, color, religion, caste, citizenship or immigration status, national origin, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, genetic information, gender identity, gender expression, marital status, veteran status, political ideology, the presence of any physical, mental, or sensory disability, age, or any other status or characteristic protected by federal, state, or local law.

CHIC makes reasonable accommodations for applicants and employees with disabilities, pregnancy-related needs, and sincerely held religious beliefs, consistent with United States federal and state law. If you need a reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact HR@joinchic.org.

All candidates must be legally authorized to work in the country in which they will be based, without any current or future sponsorship by CHIC or its EOR partner.

All individuals hired in the United States must verify their identity and eligibility to work in the United States by completing a Form I-9 upon hire in compliance with federal law. CHIC participates in the federal E-Verify system, which is used only after an offer of employment has been accepted and Form I-9 has been completed. E-Verify is not used to pre-screen candidates. All candidates should review the E-Verify Participation and Right to Work posters for more information.

Candidates based outside the United States should note that CHIC's ability to hire depends on EOR availability in the country in which they will be based. All individuals hired outside of the United States must complete the EOR's employment eligibility review, onboarding, and compliance requirements.