

POSITION ANNOUNCEMENT

Program Officer

Economic Opportunity and Public Policy
China Office in Beijing

SUMMARY DESCRIPTION:

The Ford Foundation's office in China seeks a dynamic, innovative Program Officer to help drive and shape the foundation's work in the critical area of economic opportunity and public policy. The Program Officer will support the strategy of the China Office and the broader social justice goals of the Ford Foundation.

BACKGROUND:

Addressing inequality is a key focus of the Ford Foundation globally and in China. The broad overarching goals of the office are to: reduce socioeconomic inequalities that are manifested in the process of rural-urban integration; improve economic opportunities particularly for migrants and those in the informal labor sector; advance educational outcomes; and reduce inequality related to gender and sexuality. The Foundation strives to achieve this by working with academics and policy makers, community-based organizations, the public and private sector and the donor community, including the growing number of philanthropists and foundation sector leaders in China. The Foundation's Economic Opportunity and Public Policy work plays a key role in addressing these broader goals.

The rural-urban divide is the central locus of economic, political, and cultural/social inequality in China. Three interrelated systems – the household registration, land tenure and fiscal systems – have worked together to institutionalize inequality between rural and urban populations over six decades. This inequality was exacerbated by rapid transition to a market economy—a process that emphasized GDP growth, discounted externalities, and promoted uneven development across groups and parts of the country. Despite physical mobility through rural-urban migration, social mobility previously possible through education has decreased as access to quality education has become more limited. Although wages for some rural-urban migrants ("migrants") have reached parity with urban peers, migrants are disproportionately represented in the informal economy, and they are excluded from most social protection benefits (health insurance, pensions, etc.) in urban areas. Reform of the three underlying systems is underway, and while the high-level policy direction is clear, the process of addressing an urban bias institutionalized over the past 60 years will be long and challenging, with significant risks for farmers, migrants, women, the children of migrants, and other marginalized groups. A weak legal system, lack of transparency and accountability at both state and non-state levels, and limited political voice contribute to persistent inequality.

The Ford Foundation's China Office focuses its work on the People's Republic of China and programs in China to address the above challenges from a Chinese perspective, while also bearing in mind the importance of linking local challenges and interventions to global trends and strategies. Given China's increasing influence in the world, the Foundation will also seek to program globally on issues related to China's global economic and political role.

Program Officer's Core Responsibilities

Reporting to the China Representative and working with a multidisciplinary team of Program Officers, the Economic Opportunity and Public Policy Program Officer will be responsible for developing and

implementing a strategy that accelerates social protection gains, promotes sustainable livelihoods and inclusive economic growth, and advances economic fairness and security within the broader context described above to address the inequalities caused by the rural/urban divide. The Program Officer will develop and implement a strategy that reflects the complementary roles of government, civil society, social and labor movements and the corporate sector, with a view to fostering dialogue and collaboration. In addition, the work needs to reflect the global footprint and reach of the Foundation and China's growing economic impact around the world. The Program Officer will:

- Develop an integrated, holistic program strategy identifying key leverage points and opportunities for impact;
- Formulate grant making plans to implement the program strategy;
- Solicit, review, and respond to grant proposals;
- Prepare recommendations for Foundation funding;
- Work with other Foundation staff to monitor grants and promote effective communication of results;
- Develop learning strategies related to the achievement of the portfolio's goals;
- Provide intellectual leadership in the field of economic opportunity and public policy reform in China;
- Work closely with the Representative and other Program Officers in the China Office to develop and implement an integrated Office strategy;
- Work closely with Program Officers and Communications staff throughout the Foundation whose work relates to the central mission of the portfolio, including colleagues in other offices to advance the Foundation's worldwide agenda and goals in economic opportunity and policy reform;
- Collaborate broadly with the economic justice sector, governance sector, academics, scholars and practitioners, government agencies, non-governmental organizations and other donors to build creative and lasting multi sector networks and collaborative environments

CRITERIA FOR SUCCESS:

- A strong commitment to economic opportunity and social justice in China and globally;
- Exemplary critical thinking skills for analyzing the field and identifying strategic opportunities;
- Expertise in policy analysis and design as well as institutional change (e.g., historically informed knowledge of how land tenure, labor market policies and institutions, social protection policies or other institutions have evolved over the long run, to reflect new social, economic and political realities);
- A practical understanding of how markets work and how they fail, as well as, knowledge, experience and willingness to challenge conventional thinking around development paradigms, economic policy and economic opportunity in the region and globally;
- Excellent analytical, conceptual and judgment skills;
- Outstanding verbal and written skills in English;
- Strong verbal and reading skills in Mandarin Chinese;
- Strong interpersonal skills and the ability to effectively engage with government, non-governmental organizations, the private sector, academic and research institutions, funding agencies and other institutional partners;
- Exceptional collaboration skills and a demonstrated record of successful team work;
- Skills in convening and facilitating collaborative work towards achieving social change;

- Grant-making experience and/or knowledge of the economic sector within civil society, government, academia or philanthropy in China;
- A commitment to fiscal stewardship in grant making and administrative activities; and
- Personal qualities of flexibility and adaptability, humility, self-awareness, self-reflection and a sense of humor.

QUALIFICATIONS:

- Minimum of 10 years' experience working within one or more of the following: the philanthropy sector; national, regional or global sustainable livelihoods and economic opportunity sector; academia; government departments specializing in economic development, social protection, economic policy and/or governance;
- An advanced degree in economics, public policy, planning, law, political science, business or a relevant social science discipline.

Location: Beijing, China

Target Date: Mid-2015

Salary: is based on experience and on the Foundation's commitment to internal equity. A generous benefits package is provided.

To apply for the position visit <http://www.fordfoundation.org/careers> by May 21st, 2015.

Equal employment opportunity and having a diverse staff are fundamental principles at The Ford Foundation, where employment and promotional opportunities are based upon individual capabilities and qualifications without regard to race, color, religion, gender, pregnancy, sexual orientation preference, age, national origin, marital status, citizenship, disability, veteran status or any other protected characteristic as established under law.

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