

Global Health Corps

Partnership Overview

Global Health Corps partners with high impact global health organizations in East and Southern Africa to offer competitive paid fellowship roles. The fellows that fill these roles are selected out of thousands of applicants for their ability to bring new skills, perspectives, and technical expertise to our placement organizations. The GHC fellowship offers organizations an opportunity to infuse new talent from diverse backgrounds into their leadership pipelines. Each year, we place a team of two fellows—one national and one international—with health organizations that:

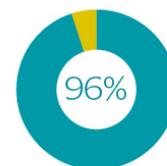
- Share our vision of health as a human right and are actively improving health in their communities
- Can identify an area of need that would benefit from the time, talent, and commitment of two young professionals
- Have the capacity to absorb new full-time team members and can contribute towards the cost of fellows
- Are committed to building the leadership capacity of the next generation of health leaders, particularly those from non-traditional backgrounds.

What can GHC fellows do for your organization?

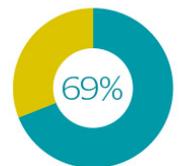
GHC fellows fill critical capacity gaps which allow organizations to further the impact of their work. GHC fellows are a multidisciplinary group of young professionals who offer a wide range of technical skills, professional experience, educational backgrounds, and diverse perspectives. Their contributions are enhanced by their participation in the GHC community, which serves as a place of learning, support, and discernment.

Our past fellows have:

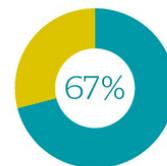
- Partnered with the Zambia Ministry of Health to implement a nationwide study aimed at improving health systems and tuberculosis control
- Organized and implemented a mobile clinic to an underserved area of rural Uganda, providing comprehensive primary care and health education to 300 patients in one day
- Supported the development of an oncology report in Rwanda that informed the successful application for a \$5MM USAID grant
- Launched a program in Malawi to address nutritional insecurity for a community of 33 families



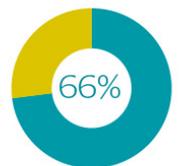
Of partners said fellows met or exceeded goals of work assignment during fellowship year



Of partners want fellows for next year because they present new and innovative ways of doing things



Of partners want fellows because they achieve measurable results



Of partners want fellows because GHC reaches a pool of talented professionals that is otherwise not accessible

Global Health Corps

How does the partnership work?

Partner Organization Selection: GHC partners with organizations that are doing excellent work in improving healthcare access and outcomes in their communities. Partners range from small grassroots organizations to large global institutions.

Potential placement organizations must:

- Be aligned with GHC's mission
- Demonstrate the ability to successfully absorb two new fellows
- Demonstrate an existing capacity gap that fellows can fill
- Identify a supervisor(s) for the fellows
- Maintain strong financial and operational health

See page 4 for more information about the selection process.

Cost-sharing: Global Health Corps works with organizations of all sizes. We have different financial models to accommodate the range of organizations with which we work. Cost considerations include housing, monthly living stipend for fellows, health insurance, vaccinations and prophylaxis, professional development funds, completion award and fellow leadership programming.

Fellow Recruitment and Selection: Once roles are confirmed, GHC advertises these fellowship opportunities and candidates apply to specific fellowship placements for which they have relevant skills and experience. GHC reviews applications, interviews a select group, and recommends finalists to partner organizations, who may use their own interviewing protocols to make the final selection.

Fellowship Year: The 13-month fellowship begins in early July with GHC's Training Institute. Fellows begin serving at their placement organization afterwards in mid-July and the fellowship wraps up in July of the following year. Throughout the fellowship year, GHC convenes fellows for retreats and workshops. In addition, fellows can take advantage of an advising program, professional development funds, and networking opportunities, as well as GHC staff site visits and check-ins.

Partner Support: Our country staff are dedicated to helping fellows and partners navigate the fellowship year successfully. For partner organizations, this includes an orientation meeting several months prior to the start of the fellowship year, and a brief workshop at the end of the first fellowship quarter to troubleshoot challenges and share success stories.



Global Health Corps

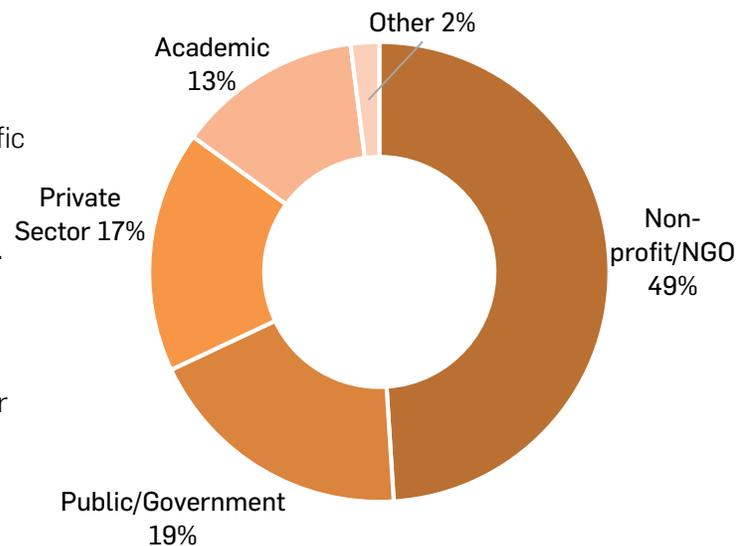
Who are Global Health Corps fellows?

Fellows come to Global Health Corps with diverse backgrounds and skills that make them innovative problem-solvers in their work—ranging from operational backgrounds in finance and supply chain management, to technical skills in information technology and architecture, to creative backgrounds in marketing and curriculum design.

At a minimum, all fellows are required to have an undergraduate degree, a commitment to global health and social justice, be 30 years old or younger, and be fluent in English. Placement organizations may also designate specific skill requirements for their fellows.

The GHC fellow selection process is extremely competitive. Each year, we received thousands of applications for a limited number of roles.

The chart to the right profiles the backgrounds of one of our recent cohorts, which is typical of the GHC community. About one-half of our fellows enter the program with advanced degrees in public health, international relations, development studies and other social sciences.



GHC is a great program that is shaping future global health leaders and as a public health advocate, I would encourage others to be engaged. The caliber of fellows is exemplary.
- Fellow Supervisor



How does the process to become a partner work?

Partner Selection Process & Timeline

- 1. Mid August – Late September:** We will open a formal expression of interest form on our website – you must complete this form in full by the deadline to be considered for the upcoming cohort
 - Additionally, your organization must submit a Partner Financial Assessment alongside your Expression of Interest. See next page for details on what to prepare for the Financial Assessment.
- 2. Beginning in August and ongoing through November,** a GHC staff member will reach out to your organization to discuss the possibility of partnering together. These conversations will focus on:
 - **ROLES:** The roles you anticipate placing fellows into. You can see examples of roles past fellows have filled [on our website](#). The types of roles your organization can place fellows in is a strong factor in our decision to partner with you. We take into consideration the diversity of roles available to applicants as well as our ability to recruit for each role. In addition, you will be asked to meet the following deadlines:
 - **Mid-October:** Completed role description templates due to GHC. We will then make revisions and send a proposed final version back for your review
 - **November:** Final revisions on role descriptions due back to GHC
 - **COST-SHARING:** Your organization's capacity for sharing the costs of the fellowship. Cost-sharing is proposed on a sliding scale based on your organization's budget, and is negotiated individually with each organization each year. In addition to ongoing conversations you will be asked to meet the following deadline:
 - **Late October:** Cost-sharing agreement due to GHC
- 3. Late November:** Final decisions about partnership for the upcoming cohort are communicated to all organizations who submitted an Expression of Interest
- 4. December-January:** Role descriptions are posted to our website, recruitment period for fellows
- 5. January-April:** Fellow selection process. Placement organizations participate in the final round of fellow selection and make the final decision as to which finalists roles will be offered to
- 6. April:** Orientation meetings for new placement organizations to prepare for incoming fellows
- 7. Mid-July:** Fellows arrive at placement organizations and begin their fellowship

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How to Prepare for the Expression of Interest:

In order to submit your Expression of Interest on time, please have the following prepared in advance:

- Contact information for the staff member who will serve as the primary point of contact for GHC during the selection process
- Contact information for anyone else who should be copied on correspondence related to the partner selection process
- Brief responses to the following:
 - Please provide a brief overview of your organization. Please include founding date, history, target population, size and description of staff, and impact data
 - Please briefly describe the capacity gap that fellows could fill at your organization and the roles needed to do this work
 - Please describe how the work of the fellows would contribute to improving health outcomes and access to healthcare in your country
 - What kind of transport, communications, office space, etc. would fellows have access to? Is there staff housing?
 - Besides a monthly living stipend, are there any other benefits the fellows would receive that we should be aware of? (e.g. staff meals, transport to the capital on the weekends, additional staff activities or mentorship opportunities)? If so, please describe.
 - Please describe your capacity to integrate GHC fellows into your workplace. Please include information on the individual who the fellows would report to. Additionally, please comment on any experience your organization has working with fellows or volunteers.
- Copies of your organization's comprehensive non-discrimination and sexual harassment policies

How does the process to become a partner work?

How to Prepare for the Financial Assessment:

We strongly encourage organizations to have a finance staff member fill out the Financial Assessment Form. In order to submit your Financial Assessment Form on time, please have the following prepared in advance:

- Most recently audited financials, if available
- Fiscal year dates for the prior, current, and next fiscal years

Section 1: Revenue and Expenses

- Secured revenue for prior, current, and next fiscal years, broken into the following categories: Corporation, Foundation, Government, Individuals, In-Kind, Earned, Headquarters, Other
 - The total funding listed in these categories should closely reflect your operating income.
- Expenses for prior, current, and next fiscal years, broken into the following categories: Personnel-Related Expenses, Other than Personnel-Related Expenses
- Surplus/deficit will be auto-calculated, based on revenue and expenses
- If there are significant variances in secured revenue, expenses or surplus/deficit in any fiscal year, you will be asked to provide an explanation

Sections 2-4:

- In Section 2, you will be asked if you are able to report current fiscal year assets, liabilities and net assets.
- If you select "Yes", please prepare the following to complete Sections 3a and 3b:
 - Current fiscal year assets, including cash and cash equivalents, account receivables, long term assets, and other assets
 - Current fiscal year liabilities and net assets, including current liabilities, long term liabilities, other liabilities, unrestricted net assets, temporarily restricted net assets, and total liabilities and net assets
- If you select "No", please prepare the following to complete Section 4:
 - Maximum commitment/contribution for the 2020-21 fellowship class. You will be asked to sign to acknowledge your commitment

Results

- After completing the assessment, please navigate to the "Results" tab where an overall score will be auto-calculated for you, based on the outcome of six financial ratios.
 - Please provide a detailed explanation if the ratios or overall score do not adequately reflect your organization's financial health. This is highly recommended and will inform GHC's final decision.

Questions? Please email partners@ghcorps.org