

JOB DESCRIPTION

Role: Director/Senior Director, Policy & Population Health and Public Health

Overview

Vista Health is headquartered in Singapore, with entities in Japan, Korea, Hong Kong and the UK. Vista Health partners with clients across Asia Pacific, Europe, and global Emerging Markets. Our clients typically include the global top 20 pharmaceutical, medical device and biotech companies as well as patient advocacy groups, providers and policy and regulatory groups. Our work spans the full spectrum of therapeutic and disease areas, providing challenge and variety for our team. Assignments require problem-solving, accountability, critical thinking, and communication.

Within the Vista Health Group, EquiHealth is a global non-profit organisation based in Singapore dedicated to advancing health equity, advocating for and supporting patients, and ensuring the sustainability of healthcare systems. While independent in mission, client base, and strategic direction, EquiHealth draws upon the shared resources and expertise of Vista Health, a global value-based healthcare advisory and consultancy.

EquiHealth focuses on designing and delivering context-sensitive health solutions for underserved settings and populations. It serves as a neutral convener and partner to governments, non-profit organisations, multilateral agencies, and community groups, offering non-commercial advisory services through a range of mission-aligned initiatives.

Policy and Population Health has become a fast-growing pillar of the global Vista Health business through a range of projects for our clients across the healthcare ecosystem; from policy advocacy for industry stakeholders (e.g. through white papers, roundtables and policymaker engagement), to convening and supporting both industry and multi-lateral alliances and coalitions to drive impactful policy change, to providing trends and monitoring services for a range of healthcare stakeholders. The pillar's work also collaborates with governments, NGOs, and non-profits as clients or strategic partners in its projects and initiatives.

The candidate in this role will play an important role within the business, responsible for the leadership, and strategic growth of the Policy & Population Health and Public Health practices, aligned with practice vision, objectives, and revenue goals. The candidate will also perform a key role in building the reputations of Vista Health and EquiHealth, leading business development, talent development and delivery of local, regional, and global projects across the healthcare ecosystem.

Duties and Responsibilities

- Actively participate in the achievement of the company's vision, business and people strategy as well as its objectives
- Support the setting and achievement of practice and global financial goals
- Support firm building and the continuation of business operations at the global and regional level
- Engage in reputation building, thought leadership, and marketing of Vista Health and EquiHealth
- Champion and operationalise EquiHealth's global mission, guiding its evolution in line with its core pillars: Equity, Patient Support & Advocacy, and Sustainability
- Translate strategic direction into tangible workstreams, partnerships, and initiatives that drive systemic health impact in underserved communities
- Foster a culture of trust, neutrality, and excellence in non-profit consulting, maintaining high ethical standards in all engagements
- Serve as the principal spokesperson and ambassador for EquiHealth, representing the organisation to partners, funders, policymakers, and the public

Firm Building and Business Development

- Identify opportunities for cost savings and efficiency improvements through process optimisation and automation
- Explore new markets and geographic regions with growth potential for Vista Health's and EquiHealth's services
- Develop strategic partnerships and alliances to leverage complementary strengths and expand market reach
- Lead and execute business development initiatives by identifying, pursuing, and securing new opportunities with both existing and prospective clients, contributing to sustainable revenue growth and market presence

Development of Client Relationships and External Partnerships

- Grow business with clients, build new client relationships and generate new business with key clients
- Provide expert advice to clients on business strategy and planning
- Identify and secure grant funding and non-commercial project opportunities aligned with EquiHealth's mission and priorities

- Cultivate and maintain strong relationships with donors, foundations, multilateral organisations, public sector bodies, and community stakeholders

Financial Management

- Responsibility for the generation and achievement of agreed business targets
- Drive business development
- Conduct key competitor analysis and monitoring
- Provide enhanced financial awareness and commercial know-how
- Lead financial planning and ensure sound fiscal management, including budget development and compliance with non-profit reporting standards
- Oversee project delivery and operational infrastructure, ensuring quality outcomes and efficient use of shared Vista Health resources
- Report regularly to the Vista Health Board of Directors on performance, growth, and financial health

Domain Knowledge and Expertise

- Ideate and plan practice area solutions and methodology development at the global level
- Identify and secure client opportunities, lead generation and proposal development, and deliver against revenue goals
- Identify, curate, and direct coalitions or alliances for disease area or healthcare interventions to enact national or regional-level policy change
- Cultivate external relationships with regional and global clients, and liaison with key stakeholder groups, e.g., policymakers, providers, industry /academic groups
- Participate in industry conferences and symposiums and professional knowledge-sharing
- Plan, organize, and manage resource needs
- Provide coaching and performance management for team members
- Lead and contribute to the design and delivery of research reports, white papers, workshops, and stakeholder forums that shape policy and practice in health equity
- Represent EquiHealth in regional and global events related to public health, patient advocacy, and non-profit innovation
- Monitor global trends in health equity and integrate these into the organisation's approach and strategic planning

Lead Development and Delivery of Projects

- Serve as a global subject matter expert to the team and to clients
- Ensure the design and delivery of quality primary and/or secondary research for client assignments
- Engage with clients and with internal teams
- Ensure quality control of qualitative and/or quantitative analyses, client reports and presentations

Talent Management & Culture

- Act as a coach and mentor
- Identify talent key to business growth, especially for regional-level Policy & Population Health leads to support the global business
- Drive retention programmes specific to high-level performers
- Invest in talent development
- Create opportunities for others to grow and develop
- Monitor performance and objectives
- Establish self as an expert in the field

Skills and Qualifications

- Proven healthcare experience for 10+ years in a position in either healthcare consulting or industry leadership
- Able to manage teams, generate revenue opportunities and lead consulting project work delivery
- Excellent leadership, accountability, client focus, technical knowledge and critical thinking skills required
- Comfortable working in a high-energy small team environment and able to work well under pressure with a proactive outlook
- Strong experience working with public sector agencies, donor organisations, NGOs, and multilateral institutions
- Strong leadership skills with a collaborative and adaptable approach suited to a shared-resourcing model
- Excellent communication, writing and presentation skills
- Excellent interpersonal skills
- Knowledge of the latest methodologies, tools and techniques related to functional area
- Advanced skills with MS Office Suite (MS Word, MS PowerPoint, and MS Excel)

- Bachelor's (or higher) in Health Economics, Public Health, International Development, Health Policy, Pharmacy, Biomedical Science or related field; MBA or equivalent desirable