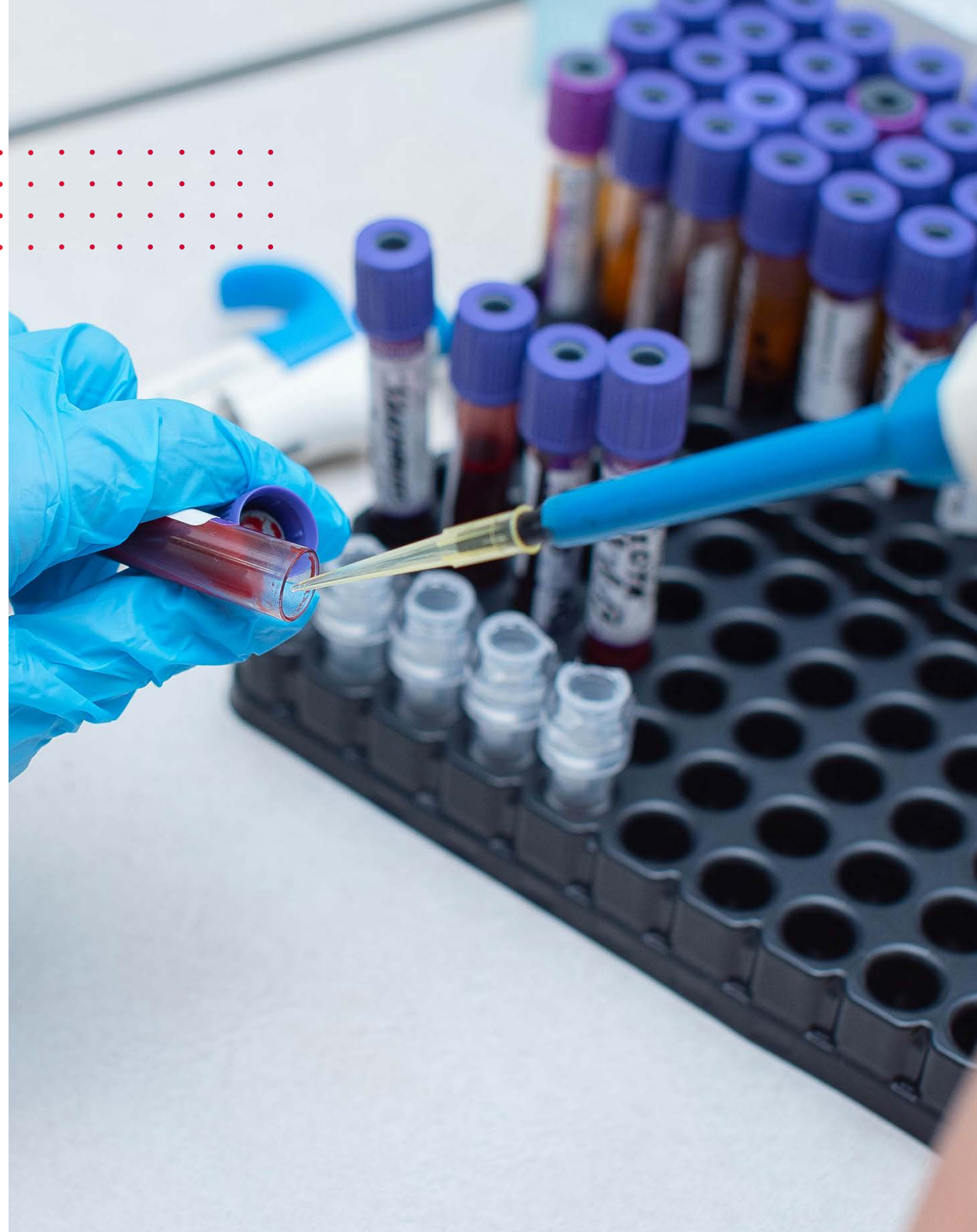
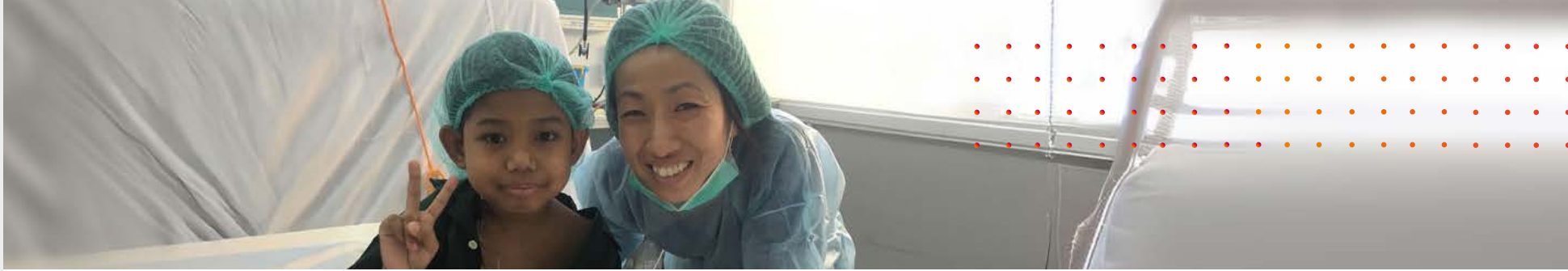


— **Grants & Education Director**
International Society of Nephrology



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Since its foundation in 1960, the International Society of Nephrology (ISN) has pursued the worldwide advancement of education, science and patient care in nephrology.

The Society represents a wide international network and provides an efficient platform for timely scientific exchange, debate and dissemination between healthcare professionals around the world. It is also dedicated to addressing the disparity between the developing and developed worlds in the research, diagnosis, treatment, and prevention of kidney disease.

The ISN has 10,000 professional members from more than 126 countries. In addition, it closely collaborates with over 70 national and regional nephrology societies worldwide, representing about 20,000 professionals. The ISN continues to develop and consolidate several programs, initiatives and partnerships that will help to further deliver on its two overarching goals: reducing the incidence and impact of kidney disease worldwide, and making the society a leading international organization for all issues related to the science and practice of nephrology.

ISN Grant Programs remain a cornerstone of our impact, particularly in low-resource areas. Whether it's providing Continuing Medical Education, training via Educational Ambassadors, or building capacity through the Sister Renal Centers and Sister Transplant Centers programs, we are expanding knowledge-sharing and creating sustainable impact across regions.

The ISN remains committed to supporting professional growth across its worldwide community. The thriving ISN Academy offers a multitude of relevant and timely resources, courses, and virtual learning opportunities, available in different languages for expanded access. The ISN Journals provide monthly cutting-edge research, in-depth case studies and comprehensive reviews facilitating the creation and consumption of knowledge for improved kidney care.

The ISN Fellowships give physicians from disadvantaged parts of the world the opportunity to pursue essential nephrology training abroad to advance kidney care in their home region. These fellows become leaders in their field, training colleagues and setting up new services to improve local care. Since 1985, over 800 nephrologists from 100 low-resource countries have received valuable training through ISN Fellowships.

The International Society of Nephrology offers a convenient, central Brussels location, a collegial, international and innovative work environment, a competitive salary and excellent benefits according to Belgian law.

What You'll Do

The ISN Grants and Education Director is responsible for leading and managing the ISN Granting Programs and Academy teams. This role involves developing, executing and evaluating strategies to effectively support the training and development of kidney doctors, particularly those from low- and middle- income countries (LMICs). The Director also provides strategic oversight of ISN's e-learning activities, ensuring they align with ISN's overall strategy and other educational goals.



Key Responsibilities

Strategic leadership

- Develop and implement a comprehensive strategy for ISN grants, educational programs and e-learning initiatives that align with ISN's mission and strategic objectives
- Identify emerging needs in nephrology education and training and integrate them in ISN's overall educational offerings
- Assess impact of granting programs and e-learning activities and provide recommendations to ensure their relevance and efficiency in evolving contexts
- Work closely with a global network of leaders and volunteers to ensure the quality, consistency and maximum impact of ISN's educational activities
- Liaise with other internal departments, especially Membership, Finance, Events and MarComs to ensure cohesive strategy implementation and alignment across the organization

Partnership development

- Build and maintain collaborations with global, regional and local partners to expand the reach and impact of ISN's educational programs

Team leadership and development

- Lead, oversee and manage the ISN Granting Programs and ISN Academy teams (comprising 4 and 2 members, respectively, with the Academy team working fully remote)
- Set annual strategic objectives and individual development goals for team members conducting regular evaluations and appraisals
- Identify and implement tools to support effective project and team management
- Provide ongoing guidance and support to the team as needed



Communication and reporting

- Prepare and present reports to Executive Committee, Council, external partners and other stakeholders, highlighting programmatic opportunities, outcomes and impact

Budget and resource management

- Develop and manage the budget for granting programs and the ISN Academy, ensuring efficient and effective use of resources

Management team

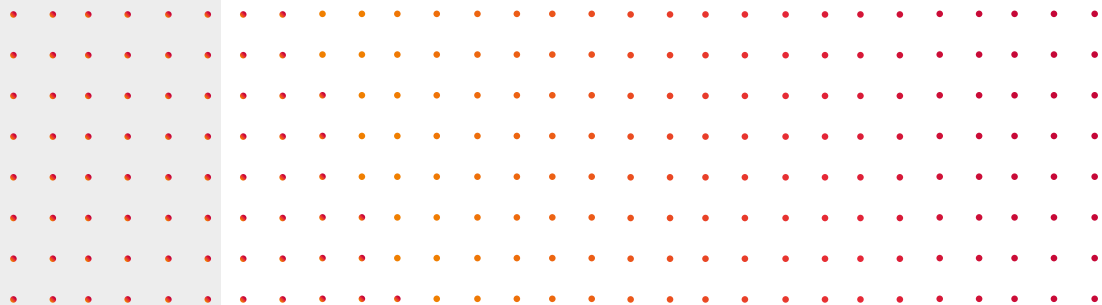
- As a full member of the ISN Management Team, provide strategic advice, reporting and regular updates to ISN Executive Director, Leadership and Executive Committee as requested and appropriate

Experience

- High proficiency in English – preferably mother tongue English with other languages considered an advantage
- At least 7-10 years of experience in international non-profit organizations, particularly in the medical or healthcare sector
- Proven experience in managing networks and volunteers on a global scale
- Experience working with low- and middle-income countries is highly desirable

Skills

- Strong strategic project planning and project management skills
- Excellent written and verbal communication skills, with the ability to convey complex information clearly and concisely to diverse audiences
- Proven ability to build and cultivate strong relationships with a wide range of stakeholders globally
- Innovative thinker with a commitment to continuous improvement
- Strong leadership skills with the ability to inspire and guide a team toward achieving strategic goals
- Ability to work independently and collaboratively in a fast-paced environment
- Self-starter, energetic and pro-active
- High level of integrity, accountability and attention to detail
This position requires some occasional international travel.



Recruitment Process



The specialist executive search firm Dober Partners has been retained by ISN to draw up a shortlist of prospective candidates against the criteria set out in this document, and using their discretion and expertise to recruit a Grants and Education Director.

Please send your CV and motivation letter as soon as possible to the Dober Partners ISN team at:

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