



POSITION DESCRIPTION: Performance Improvement Intern

START DATE: May 2012

PSI Overview

Population Services International (PSI) is the world's leading non-profit social marketing organization.

Our mission is to measurably improve the health of the poor in the developing world by influencing their behavior. We do this principally through social marketing of family planning, health products and services, and health communications. PSI has programs in more than 60 countries and works in malaria, HIV, reproductive health, child survival, and tuberculosis. We believe in markets and market mechanisms to contribute to sustained improvements in the lives of the poor; results and a strong focus on measurement, speed and efficiency. It is important to empower our staff at the local level, which is why we have a decentralized operating structure. PSI has a long-term commitment to the people we serve.

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The Learning and Performance Team

PSI has made investing in people and organizational development a global priority. As a result, our team was created to execute in areas of learning, innovation, performance improvement, and knowledge management. We're positioned to help platforms, departments, and individuals access appropriate learning activities to accomplish the overall organizational objective of improved performance to increase health impact.

Join us! Our team is looking for an intern to evaluate performance improvement efforts across the organization

In this role, you will manage the process to capture impact and measure results of PSI's performance improvement efforts across PSI. This paid, full-time internship has the opportunity to work remotely or be based in Washington, DC and reports to the Learning and Performance Manager.

RESPONSIBILITIES:

- Devise a strategy to evaluate over 30+ performance improvement efforts across the organization
- Document successes and limitations of PSI's performance improvement planning (PIP) process

- Produce recommendations to improve the process, the roll-out of the initiative or any other additional insights
- Design easy to use evaluation templates that can be standardized and widely disseminated
- Co-produce a paper on PSI's methodology to submit for external publications

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QUALIFICATIONS:

- **Problem Solver:** Love to figure out complex problems and constantly think about how to make things efficient
- **The Knowledge:** Relevant bachelor's degree and/or pursuing post-graduate degree (MBA, MIA, MA, MS, etc) or equivalent experience
- **Passion:** You love the world of learning, performance improvement and/or training
- **Go Global:** You have interest or experience in measurably improving performance around the globe
- **Language Skills:** Fluent in English. Can speak French or Spanish? Great! This will come in handy for making connections with in-country staff
- **Details. Details. Details:** You pay attention to them and focus on quality and consistency
- **Think Big:** You care about pressing issues, like providing health care to the world's poor. Impact is a priority
- **Need for Speed:** Ready and willing to go, go, go!

Send us a note

Our team is fast-paced, innovative and we like to find time for fun. Send us a cover letter and resume to lp@psi.org sharing why you fit the requirements above and ideas on how you can contribute.

PSI is an Equal Opportunity Employer and encourages applications from qualified individuals regardless of race, religion, national origin, sexual orientation or disability.#