

Continue to support NGOs through the Johnson & Johnson Global Secondment Program

The Johnson & Johnson Global Secondment Program, a signature program of J&J's Talent for Good CSR strategy, is managed by the J&J Global Health Equity Employee Engagement Team. Launched in 2014, the program empowers J&J's global employees to take part in life-changing skills-based volunteering assignments to help raise public health standards in communities around the world.

Through these secondments, our employees are enabled to grow personally and professionally, and bring new insights and learnings back to their work at J&J. With our commitment to prioritize the needs of our partner organizations and match them with the best J&J employees with the right skill sets, we can address our partners' greatest needs and strengthen and transform health systems.

Yayasan Project Hope (YPH), a non-profit foundation registered with Indonesia's Ministry of Law and Human Rights and an affiliate of the global health organization Project HOPE, has been a J&J Global Secondment partner since 2022. In 2023, AYoung Shin, Clinical Research Manager, J&J Innovative Medicine Korea, was selected for a Business Operations & Process Management secondment with YPH, in support of its mission to strengthen the capacity of healthcare workers in Indonesia and to improve access to quality health services for Indonesians.



During her six-month secondment, AYoung dedicated 40 percent of her working hours to help YPH improve its organizational capacity in management and optimize organizational accountability to provide solid administrative evidence for donor grant and public reporting purposes. She worked closely with YPH to develop standard operating procedure (SOP) documents and to strengthen the skills of YPH staff in implementing various new procedures and processes, including anti-bribery and corruption guidelines, an ethical code of conduct, SOPs for archiving, project performance review, staff hiring, and more. By establishing

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standardized procedures, YPH can operate smoothly, meet compliance standards, and provide administrative evidence for donors.

The assignment provided AYoung unique insight that she can apply to her job at J&J. *“When assuming the role as J&J’s representative to YPH, I recognized the significant weight and responsibility it carried,”* she said. *“Fueled by passion, my initial approach was to forge ahead at my own pace, prioritizing personal progress over considering the perspectives of others. However, I soon came to realize that this approach was flawed. While achieving goals and objectives remained crucial, I quickly understood that fostering deep communication among YPH members became paramount.”*

“The spirit of collaboration at YPH was also truly remarkable. Collaborating with talented individuals from diverse backgrounds exposed me to new perspectives and innovative ideas. Together, we tackled challenges head-on and leveraged our collective strengths for meaningful change. Working in diverse environments alongside one another has taught me that collaborative efforts require dedicated commitment.”

Meanwhile, according to Edhie S. Rahmat, Executive Director of YPH, the NGO has gained broader perspective from the private sector into the operating procedures as a non-profit foundation. *“We enjoyed how [AYoung] led the iterative process that broadened our thinking for future improvements in our operating procedures and accountability.”*

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