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Prof Buchan has worked extensively as a policy maker, planner, policy analyst, and consultant on human resources for health (HRH) issues in Europe, Asia and the Pacific. He is Senior Visiting Fellow at the Health Foundation, London. His background includes periods as a national senior HRH manager in the National Health Service in Scotland; senior policy analyst at the Royal College of Nursing, (RCN), UK; specialist adviser to Health Workforce Australia, a federal government agency; and Senior Adviser- Human Resources for Health, WHO European Region. He is currently affiliated with the WHO Collaborating Centre on Health Workforce Planning at the Universidad Nuovo, Lisbon, Portugal; and the WHO Collaborating Centre at University of Technology, Sydney (UTS) Australia, and is working on arrange of HRH policy and planning projects in Europe and Asia. He is also Editor in Chief of "Human Resources for Health".