

## **Profile: Health systems specialist**

### **Required Qualifications**

#### **Education**

Degree in medicine or advanced university degree in public health, with post-graduate studies involving health systems management in emergencies or equivalent proven experience.

#### **Experience**

- Considerable experience in health system management, with at least two years in low income countries
- Considerable experience with international organizations including UN agencies and NGOs in emergency situations dealing with disrupted health systems in acute and complex emergencies, such as, but not limited to; health system analysis in emergency situations (participation in joint UN assessment missions would be an asset); technical support for Ministries of Health and the Health Sector to prepare for, respond to and recover from acute and complex emergencies;
- Extensive field experience in managing emergency situation with a focus on the analysis and support of disrupted health systems;
- Good knowledge of the UN and NGO humanitarian community.

#### **Personal skills**

- Maturity, initiative, tact and a high sense of responsibility;
- Willingness and ability to work in hardship environment;
- Readily available for deployment in emergency situation;
- Ability to work in close collaboration with different nationalities and cultural backgrounds;
- Excellent knowledge of English or French with a good knowledge of the other. Other UN languages would be an advantage.

### **Terms of Reference**

#### **Overall objectives**

To facilitate a timely and effective support for disrupted health systems during the response and recovery phases of acute or complex emergencies.

#### **Specific objectives**

- To assess the post-crisis health system functionality/dys-functionality in terms of the level of decision making, infrastructure, human resources, health network, disease control/surveillance, information, communication, coordination, supplies, logistics and financing;
- To coordinate a harmonized response that takes into consideration the results of the assessment and demonstrates impact achieved;
- To develop mechanisms for filling gaps in health service delivery without delays;
- Strengthen the capacity of Ministry of Health and the Health sector, and other national and local institutions, to bring the health facilities in the affected areas into functionality in terms of delivering health service to the affected population;

- To work closely with the Health Cluster partners and ensure effective links with other relevant Clusters (mainly, but not limited to Nutrition and WASH).

### **Main tasks**

In the response phase, following an acute emergency, provide leadership, facilitate a timely assessment of the health system / health service delivery, and suggest mechanisms to ensure the resumption of health service delivery in the affected areas. This includes:

- Coordinate a timely, multi-sectoral, inter-agency rapid assessments of the functionality of the health system and the status of health delivery in the affected areas;
- Facilitate the joint identification of the service gaps and prioritization of needs based on the assessments;
- Map the functional facilities and their relevance to the localities of the affected population, the available capacities of the human resources, identify existing gaps and suggest methods to bridge the gaps as part of the immediate response;
- Develop, together with the national/local health authorities, and with other partners (UN agencies/NGOs), a joint plan of action, with clear accountabilities and divisions of responsibilities to facilitate health service delivery to the affected population;
- Develop, together with the national/local health authorities, and with other partners (UN agencies/NGOs), a system of reporting and communication;
- Develop, together with the national/local health authorities, and with other partners (UN agencies/NGOs), a plan for early recovery of the health system taking into account the existing gaps and identified priorities.

In the response phase, following a complex emergency, provide leadership, facilitate a timely assessment of the health system / health service delivery, and suggest mechanisms to ensure the resumption of health service delivery in the affected areas. This includes two functions, one which address immediate needs (see above / acute emergencies), and another which addresses a possible reform of the system:

- Coordinate timely, multi-sectoral, inter-agency rapid assessments of the functionality of the health system and the status of health delivery in the affected areas;
- See above for immediate needs
- Gather quick intelligence on the features of the pre-crisis health system, including the health policies and main strategies (medicines, medical supplies, health network/referral system, human resources, disease control, surveillance, coordination, communication and information, logistics), main players, health financing; and on its components (human resources, financing, health information system, and public/private/NGOs mix);
- Analyse the ways in which the disruption of the health system had impacted on the health situation of the population in the crisis affected area. How is changing population needs (e.g. displacement) impacting on the health system?
- Develop scenarios, based on lessons learned from other crises, on how would various options in possible quick actions impact on the system's current and future functionality;
- Analyse how all the above ties with the local cultural, political and socio-economic conditions of the population?
- Ensure that the possible reform will take into consideration that appropriate preparedness measures are in place to mitigate the effects of future emergencies.