Vacancy Notice No: SE/RO/P/2016/FT20

Title: Regional Adviser - Human Resources for Health

Grade: P5

Contract type: Fixed-term Appointment

Duration of contract: Two Years

Date: 16 June 2016

Application Deadline: 6 July 2016

Duty Station: New Delhi, India

Organization unit: SEARO Regional Office for the South East Asia (SE/RGO) / SE/HSD Department of Health Systems Development (SE/HSD)

OBJECTIVES OF THE PROGRAMME:
The overall mandate of the Department of Health Systems Development is to strengthen health systems in order to make progress towards Universal Health Coverage, which is a flagship priority of the Regional Director.

Within the Department, the responsibilities of the unit of Human Resources for Health are to support the 11 countries in the South-East Asia Region on HRH through:

1. Supporting the monitoring and analysis of health workforce needs, based on: improved quality, completeness and timeliness of HRH data, including on production, numbers, distribution and retention of health workers, and analysis of skill mix and competencies required to meet current and future health service needs;
2. Supporting development and implementation of national strategic plans for Human Resources for Health that take account of labour market dynamics, are based on best available evidence, and are designed to support progress towards Universal Health Coverage in WHO SEAR countries;
3. Supporting review and reform of health workforce pre-service and in-service education and training to adapt to health needs of today and anticipated for tomorrow;
4. Supporting introduction of policies to address health workforce migration, retention, and performance, especially in rural and hard-to-reach areas;
5. Catalysing evaluation and implementation research in relevant collaborative programmes in WHO SEAR;
6. Building partnerships and networks, for example, Asia Pacific Observatory for health systems and policies, AAAH, SEARAME, SEAPHEIN, as well as partnerships with bilateral and multilateral agencies.

Description of duties:
Under the overall supervision and guidance of Director, Health Systems Development, the incumbent will:

1. Lead the development and implementation of the Region's programme of work on HRH, within the context of the Regional strategy on health system strengthening for UHC, and other Regional Office priorities.

2. Maintain up to date intelligence on health workforce developments at country level as well as regional and global trends in HRH, with due consideration for key trends in retention in rural and hard-to-reach areas, in migration, and in transformative education.

3. Advise and assist national authorities to ensure HRH development in accordance with national health services requirements and overall national health sector priorities and plans, and informed by the SEA Regional HRH Strategy, the Decade of HRH strengthening in SEAR, other regional and global health workforce commitments and resolutions, and based on best available evidence.

4. Develop capacities in Member countries to plan, produce, deploy, manage, evaluate and adjust a cost-effective mix of health workers from different cadres, to provide quality essential health services as part of progress towards universal health coverage. This includes advice in the development of education & training programmes and curricula for doctors, nurses, midwives and allied health professions.
5. Provide technical support to countries as requested to strengthen health workforce governance, including formulating health workforce policy and strategy; revising health workforce regulations and incentives, and engaging with other parts of government involved in HRH development, deployment and retention, such as education, trade, labour, finance and local government.

6. Support improvements in national HRH information systems to generate quality HRH data and monitor progress on HRH development, for policy development and for national, regional and global reporting needs.

7. Work with WHO HQ on the development of high quality HRH tools and guidelines, and then provide informed guidance on the relevance and use of those tools and guidelines in different country contexts.

8. Collaborate with HSD departmental staff, and with other Regional Office programmes, on health workforce development issues, to create synergies where possible on new approaches to pre-service and in-service training, on task shifting, and also on other current issues in health workforce development.

9. Facilitate relevant multi-country activities (MCAs) by realistic identification of priority areas for such activities; and interaction with WHO country offices and national counterparts;

10. Strengthen the Regional HRH evidence base, by promoting research in WHO SEAR and by systematic collection & analysis of relevant data, to develop innovative models & approaches to plan, develop, manage, regulate, monitor and evaluate human resources for health, as part of promoting universal health coverage.

11. Work with WHO Collaborating Centres; other centres of expertise, regional research networks such as AAAH, the Asia Pacific Observatory on Health Systems and Policies, and other international development agencies working on HRH to support HRH skills development, and HRH knowledge and research, depending on their specific area of expertise.

12. Promote & support activities of health professional regulatory bodies & professional associations.

13. Write high quality technical reports as needed for WHO Governing Bodies.

14. Manage HRH unit staff & resources, including mobilizing resources if needed, in conjunction with Director HSD.

15. Perform other relevant functions as required.

REQUIRED QUALIFICATIONS

**Education:**
Essential: University Degree in medicine, public health, social or management science from a recognized university. Postgraduate degree in public health; health systems; health economics; health administration or health service management

Desirable: Doctorate in health system management; public health, political science. Professional qualification in health workforce education or management.

WHO only considers higher educational qualifications obtained from an accredited institution. The list can be accessed through this link: http://www.whed.net/

**Skills:**
Functional Skills and Knowledge:
Expert and up-to-date knowledge and skills in human resources for health policy, planning, transformative education, management, retention and HR information development and use; substantial knowledge of public health and health systems, with an in-depth knowledge of the relationship between human resources and the development of health systems for universal health coverage in different political and economic contexts; familiarity with concepts and methods of research in HRH, and skills in synthesizing the latest evidence in HRH policy and practice; programme management skills in WHO.

Competencies:
1. Teamwork
2. Respecting and promoting individual and cultural differences
3. Communication
4. Building partnerships within the Organization and beyond
5. Ensuring the effective use of resources

Other Skills (e.g. IT):
Computer literacy. Proven ability to write technical documents in a precise manner

**Experience:**
Essential: At least ten years' relevant experience in human resources for health development - health workforce policy analysis, planning, management, monitoring and research; in advising senior levels of government on health systems and human resources for health development, and in developing and institutionalising capacity building activities related to HRH, including considerable experience obtained in an international context in the same areas - including knowledge of international trends in health policies and strategies related to HRH.

Desirable: Experience in Asia in health system development with a focus on HRH a strong asset. Knowledge and experience of WHO and the UN system, and of other major stakeholders and international agencies an asset.

**Languages:**
Excellent command of written and spoken English. Knowledge of other UN languages an asset.

**Additional Information:**
WHO's salaries are calculated in US dollars. They consist of a base salary and a post adjustment, which reflects the cost of living in a particular duty station and exchange rates. Other benefits include: 30 days annual leave, family allowance, home travel, education grant for dependent children, pension plan and medical insurance

Please visit the following websites for detailed information on working with WHO:
http://www.who.int to learn more about WHO's operations
http://icsc.un.org Click on: Quick Links > Salary Scales > by date

**Mobility**
Candidates appointed to an international post with WHO are subject to mobility and may be assigned to any activity or duty station of the Organization throughout the world.

**Annual salary:** (Net of tax)
USD 82,586 at single rate
USD 88,898 with primary dependants
**Post Adjustment:** 34.5 % of the above figure(s). This percentage is to be considered as indicative since variations may occur each month either upwards or downwards due to currency exchange rate fluctuations or inflation.

This vacancy notice may be used to fill other similar positions at the same grade level.

A written test and interviews may be used as a form of screening

Online applications are strongly encouraged to enable WHO to store your profile in a permanent database. Please visit WHO's e-Recruitment website at: www.who.int/employment. The system provides instructions for online application procedures.

All applicants are encouraged to apply online as soon as possible after the vacancy has been posted and well before the deadline stated in the vacancy announcement.

WHO is committed to workforce diversity.

Any appointment/extension of appointment is subject to WHO Staff Regulations, Staff Rules and Manual. Only candidates under serious consideration will be contacted.
WHO has a smoke-free environment and does not recruit smokers or users of any form of tobacco.