



Classified Job Descriptions

Job Description Type:	Specific Job Description	Region:	ESAR
Category:	IP (International Professionals)	Country:	Kenya
Reason for Classification:	Revised responsibilities	Duty Station:	Nairobi
Level:	P-4	Office:	Global Programme Division
Title:	Health Specialist	Section:	CoE Health - MNCAH
Title Information in Parenthesis:	Adolescent Health	Unit:	Child and Adolescent Health Unit
CCOG Code:	1103g	Case Number:	
UNICEF Code:	HEA	Post Number:	00133499
		Classified Date:	10/8/2026

Organizational Context:

The Global Programme Division (GPD) plays a central role in driving programme excellence across UNICEF. It provides global strategic leadership and policy direction, develops and monitors frameworks and standards, and ensures coherence and alignment across sectors, regions and partners. GPD generates high-impact, evidence-based solutions and serves as a hub of specialized expertise, offering technical guidance on policy reform and scalable programming.

GPD leads UNICEF's policies, standards and negotiations for programme, ensuring the organization's assets and priorities are aligned with and contribute to child development goals. In addition, GPD strengthens country-level implementation through integrated technical support, linking global policy with on-the-ground action to deliver results for children at scale.

As part of this structure, UNICEF has established Centres of Excellence (CoEs) to provide high-quality, demand-driven technical assistance to Country and Regional Offices, and their governments and partners. Located strategically in Nairobi, Panama, Amman and Bangkok, the CoEs bring together cross-cutting expertise across time zones. Global Programme Practices in CoEs function as a single point of entry for support, delivering tailored assistance in priority areas such as policy reform in matters that advance the wellbeing of children, at-scale programme design, public finance, workforce development and institutional strengthening, and timely humanitarian response while promoting resilient development. In so doing, the CoEs also contribute to global policy standards ensuring that UNICEF's support is grounded in practical knowledge.

Strategic Context:

UNICEF's Strategic Plan 2026–2029 prioritizes the survival, health, and well-being of all children, with equity and accountability as central principles. Within this framework, health is recognized as a foundational driver of child survival and development, requiring integrated and multisectoral approaches that link health, nutrition, WASH, climate resilience, and education.

Despite significant global progress, many countries continue to face persistent challenges: inequities in access to quality health services, fragile and underfunded health systems, shortages in the health workforce, limited digital governance, and insufficient community

engagement. These challenges are further compounded by humanitarian crises, climate shocks, and emerging health threats, which strain already weak systems and disproportionately affect the most vulnerable populations.

To address these challenges, UNICEF supports governments in advancing health systems strengthening and integrated service delivery, aligned with the Sustainable Development Goals (SDGs) and UNICEF's Health Strategy. UNICEF's global programme offer emphasizes high-quality, demand-driven technical assistance delivered through its Global Programme Division and Centres of Excellence. This offer is structured around four pillars:

- Policy reform and evidence-based planning
- Workforce and institutional capacity development
- Sustainable and equitable financing strategies
- Demand generation and community engagement

Within this framework, the workforce and institution-building pillar is central to UNICEF's vision of resilient, sustainable, and equitable health systems. Strengthening institutional capacities, governance arrangements, and human resources for health—including adolescent-responsive services—is essential to ensuring continuity, quality, and equity in service delivery across diverse contexts, including humanitarian and fragile settings.

Purpose of the Job:

Under the supervision of the Senior Adviser, Health (Unit Lead Child and Adolescent Health), the Health Specialist (Adolescent Health) provides strategic leadership, programmatic guidance and technical expertise in advancing adolescent health and well-being as a core component of UNICEF's global health agenda.

The incumbent leads efforts to advance UNICEF's adolescent health and well-being portfolio, driving the design, implementation, monitoring and scale-up of evidence-based programmes and investments that strengthen adolescent-responsive health systems and services. The role promotes integrated, life-course based and multisectoral approaches including sexual and reproductive health, mental health and psychosocial well-being, substance use prevention, and the prevention and management of communicable/non-communicable diseases.

The Health Specialist also oversees strategic partnerships, grant and fund management, resource mobilization and knowledge generation, while providing supervision and leadership to staff and consultants. Working closely with governments, development partners, UNICEF regional offices and country offices, the incumbent supports countries to translate global commitments into action and achieve sustainable improvements in adolescent health and well-being. Through these contributions, the Health Specialist will advance UNICEF's leadership in adolescent health and well-being, ensuring coherent action across global, regional and country levels, strengthening partnerships and investments, and accelerating sustainable results and impact for and with adolescents. Frequent international travel is required to support programme implementation, partnership engagement and technical assistance to countries.

Key functions, accountabilities and related duties/tasks:

The Health Specialist (Adolescent Health) will provide high-quality technical assistance across the following areas of work, supporting governments through UNICEF Centres of Excellence, Regional and Country Offices, with a focus on embedding resilience, equity, and quality into adolescent health systems.

1. Capacity Development & Institutional Strengthening

- Design and implement capacity building initiatives to strengthen technical capabilities of UNICEF staff working on adolescent health and well-being at global and country levels.
- Guide the integration of adolescent health into national strategies and service delivery through primary health care, school, community, and digital platforms across countries.
- Provide technical support to Centres of Excellence and country teams in planning, implementing, monitoring, and evaluating adolescent health programs.
- Facilitate south-south learning and cross-country knowledge exchange around adolescent-responsive health approaches.

2. Quality Improvement at Scale

- Lead and contribute to the development, dissemination, and uptake of adolescent health and

well-being global frameworks, technical guidance, programmatic tools, and quality standards.

- Ensure technical coherence across adolescent health priority areas including SRH, mental health, NCD prevention, and substance use.
- Support operational research and synthesis of evidence to inform global and country-level programming.

3. Policy Reform & Systems Transformation

- Provide technical leadership in conceptualizing and promoting adolescent-responsive approaches across health systems and platforms.
- Guide the integration of adolescent health into broader system reforms to strengthen resilience, inclusivity, and equity in service delivery.

4. Evidence, Data & Knowledge for Action

- Support operational research and synthesis of evidence to inform global and country-level programming.
- Facilitate south-south learning and cross-country knowledge exchange around adolescent-responsive health approaches.

5. Equitable Access

- Guide the integration of adolescent health into national strategies and service delivery through primary health care, schools, communities, and digital platforms, ensuring coherence across delivery channels.
- Promote approaches that prioritize adolescents in fragile, crisis, and marginalized contexts.

6. Programme Management & Results Monitoring

- Provide day-to-day supervision, guidance and performance management for assigned staff and consultants, fostering a collaborative, high-performing team culture and supporting professional development and knowledge sharing.
- Manage programme budgets and prepare resource allocations for adolescent health workplans, expenditure monitoring, financial forecasting and risk management as well as the planning, implementation, monitoring and reporting of adolescent health grants and multi-donor initiatives, ensuring effective utilization of resources, compliance with donor and UNICEF requirements, and achievement of agreed results.
- Manage development of technical content for adolescent health and well-being related funding proposals, concept notes, and donor reports and contribute to broader resource mobilization efforts.
- Support and engage with donors and financing partners to leverage investments for adolescent health and well-being.

Additional Global Functions

While the primary focus of this role is on technical assistance, contributions are also made to UNICEF's global positioning and partnership agenda. These include:

- Supporting the refinement of UNICEF's global adolescent health strategic direction and priority areas, ensuring alignment with organizational strategies. Follow up on the implementation of UNICEF's Adolescent Health and Well-Being Strategy.
- Provide advice and support to the Senior Health Advisor and Team Lead on Child and Adolescent Health on new trends, innovations and latest developments in adolescent health.
- Representing UNICEF in global adolescent health and well-being partnerships and technical working groups, and cultivating collaboration with UN agencies, development partners, youth networks, and academic institutions.
- Coordinating across sectors and divisions within UNICEF to foster integrated adolescent health programming and ensure consistent messaging.
- Shaping global advocacy messages, technical working groups, and communication materials to elevate adolescent health on global and national agendas.

Impact of Results:

The Health Specialist (Adolescent Health) will provide technical assistance that enables countries to strengthen adolescent health policies and services across primary health care, schools, communities, and digital platforms. This support will improve programmatic outcomes, expand access to adolescent-responsive services, and promote equity in health delivery. The result will be stronger health systems and sustainable services that directly contribute to UNICEF's 2026–

2029 Strategic Plan results on adolescent health and well-being.

At the same time, the Health Specialist role will reinforce the Centre of Excellence's ability to drive global policy, accelerate cross-country learning, and position UNICEF as a leading voice in adolescent health. By bridging technical assistance, evidence generation, and global advocacy, the Health Specialist will help ensure that adolescent health remains central to national agendas and global commitments, contributing to resilient systems and better outcomes for young people everywhere.

Competencies and level of proficiency required:

Core Values:

Care
Respect
Integrity
Trust
Accountability
Sustainability

Core Competencies:

Nurtures, Leads and Manages People (2)
Demonstrates Self Awareness and Ethical Awareness (2)
Works Collaboratively with others (2)
Builds and Maintains Partnerships (2)
Innovates and Embraces Change (2)
Thinks and Acts Strategically (2)
Drive to achieve impactful results (2)
Manages ambiguity and complexity (2)

Recruitment Qualifications:

Education requirement: An advanced university degree in public health, global health, adolescent health, health systems and services, epidemiology, health policy and management, medicine,

Experience required: A minimum of eight (8) years of progressively responsible professional experience in adolescent health, maternal, newborn, child and adolescent health (MNCAH), health systems strengthening, primary health care, public health, or related fields is required.

Desired:

Demonstrated experience in the design, implementation, management and monitoring of adolescent health programmes, including one or more of the following areas: sexual and reproductive health, mental health and psychosocial support, school health, communicable/non-communicable diseases, substance use prevention.
Proven experience providing technical and strategic support to governments, UN agencies, development partners and country programmes, including policy development, programme planning, implementation, monitoring, evaluation and knowledge generation.
Demonstrated experience supporting health systems strengthening and service delivery across primary health care, school, community and digital platforms.
Demonstrated experience managing multi-country grants, programme budgets and donor-funded initiatives, including strategic planning, resource allocation, financial oversight, performance monitoring, donor reporting and partnership management.
Experience supervising professional staff, consultants and/or multidisciplinary teams.
Experience supporting programmes in low- and middle-income countries, including humanitarian and fragile settings.

Assets:

Experience addressing gender norms, inequalities and social determinants that influence adolescent health and well-being, and promoting meaningful adolescent engagement, empowerment and inclusion in programme design and implementation.
Proven experience working across sectors, including health, nutrition, education, child protection, social policy and/or gender, to advance adolescent health and well-being outcomes.

Skills:

Strategic thinking

Ability to develop and operationalize frameworks and guidance
Strong partnership-building and coordination skills across sectors and institutions
Communication skills for advocacy, technical writing, and presentation.

Language requirements: Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or local language of the duty station is considered as an asset.

Is this role a Representative, Deputy Representative, Chief of Field Office, the most senior Child Protection role in the office, Child Safeguarding Focal Point, or Investigator (OIAI)?:

No

Is this post a Direct contact role in which incumbent will be in contact with children either face-to-face, or by remote communication, but the communication will not be moderated and relayed by another person?:

No

Is this post a Child Data role in which incumbent will be manipulating or transmitting personal-identifiable information on children such as names, national ID, location data, or photos)?:

No

The selected candidate for this position will be required to engage with vulnerable children:

No

Competencies and level of proficiency required:

Recruitment Qualifications:

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