

CUSTOMIZED JOB PROFILE

I. Post Information

Job Title: **Health Officer**
 Supervisor Title/ Level: **Programme Specialist (Level 3)**
 Organizational Unit: **Programme**
 Post Location: **Field Office (Dnipro, Kharkiv, Lviv, Odesa)**

Job Level: **Level 2**
 Job Profile No.:
 CCOG Code: **1I03n**
 Functional Code: **HEA**
 Job Classification Level: **Level 2**

II. Organizational Context and Purpose for the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programmes, in advocacy and in operations. The equity strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children's rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop and reach their full potential, without discrimination, bias or favoritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education and protection of a society's most disadvantaged citizens — addressing inequity — not only will give all children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

Child survival in Ukraine has deteriorated over the past 15 years. All mortality rates have risen during this period; while the largest increases occurred before the full-scale invasion, the upward trend has continued since. Under-five mortality has more than doubled from 5 deaths per 1,000 live births 15 years ago, to 12 deaths per 1,000 in the past five years. Over 80% (10 deaths per 1,000 live births) occur within the first year of life, and half within the first 28 days of life (neonatal mortality: 6 deaths per 1,000 live births). The sharpest differentials are associated with birth order and wealth quintile, indicating equity gaps rather than a uniform national problem.

Nutrition and early feeding cut in two directions at once. Stunting – a measure of chronic deprivation - varies widely by disadvantage, reaching 15% in the poorest wealth quintile, 12% where mothers have lower education, and 15% in the South. Overweight affects 13% of the poorest young children, and rises sharply from 6% among under-fives to 26% among children aged 5–9 — a quarter of that population. The older-child figure is heavily gendered, at 18% in girls against 32% in boys, and regionally concentrated in the Center (34%) and South (35%). Infant feeding practice underpins much of this pattern. Although 74% of newborns are put to the breast within the first hour, only 43% of infants aged 0–5 months are exclusively breastfed, roughly 15–20% receive no breastmilk at all in the first months, and 56% of children aged 6–23 months are given sweet beverages while 21% receive unhealthy foods. Maternal and newborn service coverage is high, but questions persist about quality and consistency.

In 2025, the National Immunization Programme (NIP) maintained coverage monitoring and recorded coverage improvements across key antigens compared to 2024. All five key antigens (HepB3, DTP3, Polio3, MMR1, and MMR2) were reported to reach coverage above 90%, and all increase compared to 2024. However, there remain 11,000 zero-dose children throughout the country, and immunization data management remains fragmented, resulting in low confidence in coverage figures and trends.

The child health picture is shaped in parallel by disability: 157,506 children held disability status as of 31 December 2025, 60% of them boys, with 15,454 newly registered during 2025 alone. Kyiv, Dnipro, Lviv, Odesa and Zakarpattia together host 43% of all children with disabilities. The burden of non-communicable and chronic disease, and the role of environmental exposures, remain insufficiently understood.

The war has had a heavy effect on the health system and on mental health. WHO has verified more than 3,000 attacks on health care as of 8 May 2026, with attacks rising nearly 20% in 2025. Hospitals and clinics have been damaged or destroyed 1,389 times, at least 359 health workers have been killed and 379 injured, more than 90 attacks directly affected maternal health services, and over 120 disrupted services for children. An estimated 10 million Ukrainians, children included, need mental health support, and roughly a third of the child population shows clinically relevant anxiety, PTSD, depression, conduct or ADHD symptoms. Adolescent wellbeing has fallen steeply. Further, the workforce expected to respond is itself depleted — one in five healthcare workers shows signs of negative coping, rising to 23% among doctors; 72% of adults experienced anxiety, depression or severe stress in the past year, and only 20% sought help, falling to just 4% among health workers.

The above context reveals a system that must simultaneously recover from physical destruction, absorb a mental health caseload it is not staffed to meet, and correct long-standing structural weaknesses in data, infrastructure and equity.

In light of this analysis, UNICEF is refining its strategy and approach to improving health and nutrition outcomes for children in Ukraine. We maintain a programmatic focus on early childhood development; early detection, intervention, and continuity of care for children with disabilities, developmental delays, and injuries; immunization coverage and equity; preparedness and response to health emergencies and the effect of the war on the health of children; and mental health and psychosocial support. We are further strengthening our approach to supporting health system strengthening and social sector resilience at both national and local levels.

Job organizational context: UNICEF Ukraine intends to fill the post of Health Officer in each of its four field offices: Odesa, Kharkiv, Dnipro, and Lviv. The Health Officer is a member of a multi-sectoral team reporting to the Programme Specialist, under the overall leadership of the Chief of Field Office. The Health Officer will have a close working relationship and technical guidance from the Chief of Health and Health Specialists based in the country office in Kyiv.

Purpose for the job: The Health Officer provides professional technical, operational and administrative assistance throughout the programming process for the Health Programme within the Field Office, from development planning to delivery of results, by preparing, executing, managing, and implementing a variety of technical and administrative programme tasks to facilitate programme development, implementation, programme progress monitoring, and evaluating and reporting of results.

The Health Officer brings strong technical programmatic capacity and leadership to the Field Office. Within this team, the Health Officer:

- Works closely with oblast and hromada governments; providing technical assistance (TA) on decentralized system strengthening including identifying local barriers to access and service gaps, supporting implementation of national policies and care pathways, monitoring how services function in practice, analytics, prioritization, development of sustainable and scalable local service / system models, evidence generation and sharing, advocacy, and identifying targeted areas for local co-financing where this can improve access to care.
- Contributes to the design and adaptation of integrated approaches to ECD through the health system, including preventive child health care, developmental monitoring and early identification, parenting and caregiver support, and continuity of care for children with developmental delays, disabilities and other vulnerabilities in coordination with relevant social sectors and services
- Manages Health sector emergency response programming within the zone, in close collaboration with Emergency Specialists and the Health Section
- Engages in strong cross-sectoral collaboration with other UNICEF colleagues
- Informs programmatic prioritization within the Area of Responsibility, such as shifts in balance between hard and soft components, and from emergency response to recovery and sustainability;
- Collaborates closely with the Country Office (Kyiv-based) Health section for alignment and coherence of priorities, strategies, and programming approaches.

III. Key function, accountabilities and related duties/tasks

Summary of key functions/accountabilities:

- 1. Support to programme development and planning**
- 2. Programme management, monitoring and delivery of results**
- 3. Technical and operational support to programme implementation**
- 4. Networking and partnership building**
- 5. Innovation, knowledge management and capacity building**

1. Support to programme development and planning

- Conduct and update the situation analysis of children's health and nutrition within the Area of Responsibility (AoR) to inform the development, design and management of health related programmes. Research and report on local and regional development trends (e.g. political social, economic, health) for higher management (Programme Specialist, Chief of Field Office, Chief of Health) use to enhance programme management, efficiency and delivery of results.
- Analyze subnational health-system performance within the Area of Responsibility to identify bottlenecks related to service delivery, referral pathways, workforce capacity, financing, data use, governance and coordination to inform programme priorities and health-system strengthening interventions.
- Contribute to the development and establishment of sectoral programme goals, objectives, strategies, and results-based planning through analysis of health needs and areas for intervention and submission of recommendations for priority and goal setting (AWP). Ensure health sector goals, objectives, strategies, and results are aligned with both broader Field Office and Health Section planning and reporting.
- Provide technical and operational management throughout all stages of programming processes by executing and administering a variety of technical programme transactions, preparing materials and documentations, and complying with organizational processes and management systems, to support programme planning, results-based planning (RBM), and monitoring and evaluation of results.
- Prepare required documentations and materials to facilitate the programme review and approval process.

▪ Programme management, monitoring and delivery of results

- Work closely and collaboratively with colleagues and partners to discuss operational and implementation issues, provide solutions, recommendations, and/or to alert appropriate officials and stakeholders for higher-level intervention and decisions. Keep record of reports and assessments for easy reference and to capture and institutionalize lessons learned.
- Participate in monitoring and evaluation exercises, programme reviews and annual sectoral reviews with government and other counterparts to assess programmes and to report on required action/interventions at the higher level of programme management.

- Support government counterparts and service providers to use data and evidence to identify root causes and implementation bottlenecks, develop locally owned improvement plans, periodically review progress and adapt interventions and support based on results and changing needs.

Monitor and report on the use of sectoral programme resources (financial, administrative and other assets), and verify compliance with approved allocation and goals, organizational rules, regulations, procedures, as well as donor commitments, standards of accountability, and integrity. Report on issues identified to ensure timely resolution by management and stakeholders. Follow up on unresolved issues to ensure resolution. Contribute to FO and CO reports (ad-hoc, regular, donor, SitRep, and other reports).

- Prepare regular and mandated sectoral programme/project reports for management, donors and partners to keep them informed of programme progress.

▪ **Technical and operational support to programme implementation**

- Conduct regular programme field visits and surveys, and share information with partners and stakeholders to assess progress and provide technical support and/or refer to relevant officials for resolution. Report on critical issues, bottlenecks and potential problems for timely action to achieve results.
- Provide technical and operational support to government counterparts, NGO partners, UN system partners, and other country office partners/donors on the application and understanding of UNICEF policies, strategies, processes, and best practices on health-related issues to support programme implementation, operations and delivery of results.
- Provide technical assistance to regional and local authorities, as well as health service providers to strengthen decentralized health system and primary health care, including local planning and coordination, service mapping, referral pathways, workforce capacity, use of data for decision-making, and development of sustainable and scalable local service models.

2. Networking and partnership building

- Build and sustain effective close working partnerships with health sector government (oblast and Hromada) counterparts and regional and local stakeholders through active sharing of information and knowledge to enhance programme implementation and build capacity of stakeholders to deliver concrete and sustainable results.
- Support local authorities in strengthening multisectoral coordination at subnational level, including linkages across health, education, child protection, social protection, early intervention, rehabilitation and community-based services, to identify service gaps, strengthen referral pathways and address barriers affecting children and families, particularly the most vulnerable.

- Draft communication and information materials for CO and FO programme advocacy to promote awareness, establish partnerships/alliances, and support fund raising for health programmes.
- Participate in appropriate inter-agency coordination mechanisms on health programmes to collaborate with inter-agency partners/colleagues on AoR operational planning and preparation of health programmes/projects, and to integrate and harmonize UNICEF's position and strategies with the local / regional planning process.
- Research information on potential donors and contribute to resource mobilization materials and briefs for fund raising and partnership development purposes.

3. Innovation, knowledge management and capacity building

- Identify, capture, synthesize, and share lessons learned for knowledge development and to build the capacity of stakeholders. Contribute insights from the AoR-specific experiences into broader Health section reflection, learning, and planning processes. Generate and document evidence and lessons learned from subnational implementation to inform adaptation, replication and scale-up of effective models, and contribute field-level insights to national policy dialogue and programme development.
- Support the institutionalization and sustainability of effective programme approaches by contributing to their integration into local policies, budgets, workforce development, routine service delivery, monitoring and quality-improvement systems.
- Support health workforce capacity, resilience and wellbeing through evidence-based capacity-building approaches, supportive learning, and other interventions that strengthen the ability of health workers and institutions to deliver quality services in emergency, recovery and routine settings.
- Apply innovative approaches and promote good practices to support the implementation and delivery of concrete and sustainable programme results. Share experiences with innovations in the AoR with other AoRs and the country Health team for feedback and future planning.
- Assist with oversight of research and ensure results are available for use in knowledge products.
- Participate as a resource person in capacity building initiatives to enhance the competencies of partners and stakeholders.

IV. Impact of Results

The efficiency and efficacy of support provided by the Health Officer to programme preparation, planning and implementation facilitates the delivery of concrete and sustainable results that directly impact the improvement of the health of the most marginalized and vulnerable women and children in the AoR. This in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to continue to provide programme services to protect the rights of children, and to promote greater social equality to enable them to survive, develop and reach their full potential in society.

V. UNICEF values and competency Required (based on the updated Framework)

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability
- Sustainability

ii)

Core Competencies (For Staff without Supervisory Responsibilities) *

- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

*The 7 core competencies are applicable to all employees. However, the competency Nurtures, Leads and Manages people is only applicable to staff who supervise others.

VI. Recruitment Qualifications

Education:	A university degree in one of the following fields is required: public health/nutrition, pediatric health, family health, health policy and/or management, health systems, socio-medical, epidemiology, or another relevant technical field.
Experience:	A minimum of two years of professional experience in one or more of the following areas is required: public health/nutrition planning and management, maternal and neonatal health care, health system strengthening, early childhood development and/or intervention, or health emergency preparedness. Experience working in the region where the post is located is considered as an asset. Relevant experience in a UN system agency or another international or national non-governmental organization is considered as an asset.
Language Requirements:	Fluency in English and Ukrainian is required.