



Classified Job Descriptions

Job Description Type:	Specific Job Description	Region:	MENA
Category:	NO (National Officers)	Country:	Syrian Arab Republic (Syria)
Reason for Classification:	Establishment of a new post	Duty Station:	Damascus
Level:	NOC	Office:	
Title:	Health Specialist	Section:	Health
Title Information in Parenthesis:	Vaccine & Cold Chain Management	Unit:	
CCOG Code:	1103n	Case Number:	
UNICEF Code:	HEA	Post Number:	136375
Classified by:	Natalia Paquin	Classified Date:	5/6/2026
Organizational Context:	Following a decade-long war, Syria experienced massive destruction of health infrastructure including health facilities, cold chain equipment, disruption of health and immunization supply chain, migration of skilled health workforce, insecurity in many parts of the country and economic challenges that were worsened by covid19 pandemic. To ensure continuity of immunization services, UNICEF with support of Gavi invested heavily in the national programme including Immunization supply chain that has ensured 75% of children receive lifesaving vaccines. Following the changes in government in December 2024, the Syria Immunization programme is currently undergoing transitioning the NWS programme into One Syria programme. This provides an opportunity for the country to address gaps in immunization supply chain and cold chain leveraging on the commitment of government and increased access to immunization services. To better understand the performance of the immunization supply chain, in 2024, UNICEF supported the Ministry of Health to conduct Effective Vaccines Management Assessment (EVMA) in government controlled regions and in NWS. The two Assessments, while recording improved scores compared to previous EVMAs, highlighted several areas for improvement including in: knowledge and practice of health workers in vaccine management, vaccine stock monitoring and reporting, warehousing and temperature monitoring. In addition, UNICEF, with funding from Gavi, is investing in expanding the cold chain capacity through procurement and installation of modern cold chain equipment, plans to introduce eLMIS to strengthen collection and use of data for decision making and action, introduction of Remote Temperature Monitoring Devices to ensure the immunization supply chain attains global standards, enhancing the capacity of health workers in vaccine management and implementation of recommendations of the 2024 EVMA. The country also plans to update the cold chain inventory, guidelines and SOPs and training packages for frontline health workers. UNICEF is providing leading support to the Ministry of Health in supply chain, vaccine management and cold chain system strengthening and is accountable to Gavi for the delivery of key performance Indicators related to this accountability. There is need for knowledgeable, skilled and innovative staff to ensure UNICEF delivers on its accountability. In this context, and to effectively address the challenges related to vaccine and cold chain management the UNICEF Syria office plans to recruit a Health Specialist qualified in Vaccine and Cold Chain Management and Logistics.		
Purpose of the Job:	Under the supervision of the Immunization Specialist (P-3), the incumbent will be accountable for the planning, design, implementation, and administration of immunization supply chain projects within the		

Key functions, accountabilities and related duties/tasks:

Health program, in accordance with the Country Programme Management Plan, focusing on achieving UNICEF's priorities and commitments to the Ministry of Health and Gavi.

The incumbent will provide technical support to the country to improve Immunization Supply Chain (ISC) management, efficiency and sustainability by:

- (1) Promoting and enhancing capacity in Effective Vaccine Management practices
- (2) Strengthening Supply and Cold Chain Management, including installation, preventive and curative maintenance of cold chain equipment
- (3) Strengthening Vaccine Stock Management to prevent stockouts and optimize vaccine usage
- (4) Promoting the establishment of Functional National Logistics Working Group
- (5) Promoting the collection, analysis and use of data, evidence and innovative tools to assess and continuously improve supply chain systems performance

The incumbent will work with WHO and other partners to develop National Immunization Supply Chain and Cold Chain Logistics policies, strategies, guidelines, procedures, systems, and activities. Additionally, the incumbent will closely collaborate with other Immunization Supply Chain Management partners globally and in the field. The UNICEF Syria country office is currently seeking a Health Specialist to provide quality support to the government, ensuring the successful implementation of these initiatives. The Health Specialist's (Vaccine and Cold Chain Management) role is pivotal in enhancing the efficiency and effectiveness of the immunization supply chain, which directly supports UNICEF's commitment and accountability to the National Immunization programme and Gavi. By optimizing vaccine management, strengthening cold chain systems, and building capacity, the Specialist ensures that vaccines are delivered effectively and timely to the last mile while maintaining vaccine efficacy and safety thereby contributing to higher vaccination coverage and equity, minimal zero dose, and better health outcomes. The role's focuses on data-driven decision-making and capacity development aligns with UNICEF's equity strategy, ensuring that all children, especially the most disadvantaged, have access to life-saving vaccines, including new vaccines.

1. Evidence-based planning, budgeting, monitoring, assessment and reporting of immunization Supply Chain and Logistics (iSCL)/Cold Chain Equipment (CCE) and Vaccine Management: Generation of data and evidence to inform planning, budgeting, resource mobilization and advocacy and visibility.

2. Immunization cold chain supplies and logistics forecasting, planning, monitoring and reporting: Development of quality annual and multiyear plans using approved tools and based on quality data. Monitoring implementation of supply plans and reporting to ensure no stock out of vaccines.

3. Development of national guidelines and SOPs: Providing lead technical support for the development of guidelines and SOPs and ensuring effective and efficient dissemination of the tools and capacity development for frontline health workers in effective vaccine management.

4. Establishment of functional coordination mechanism for Immunization Supply Chain Logistics(iSCL)/Cold Chain Systems through National Logistics Working Group (NLWG).

5. Cold chain equipment management: Development or Adoption and Effective Implementation of Cold Chain Equipment (CCE) Inventory tools. Undertake data driven CCE Gap Analysis to generate evidence for needed for the development of Rehabilitation/Maintenance/Replacement Plans and decision making. Ensure adoption of sustainable and cost-efficient mechanisms for CCE Maintenance and Repairs and monitoring and reporting of CCE performance.

6. Technical Support for RTMD System introduction and Review of Immunization Waste Management strategy.

Other assigned duties and responsibilities are effectively performed: regular field monitoring of assigned activities, contribution to Donor reports, Annual Work plans, Resource mobilization.

Impact of Results:

Availability of vaccines at the last mile is key to the attainment of zero dose agenda and contributes to 14 of the 17 UN SDGs. Immunization supply chain is key area of UNICEF accountability with a lot of investment made to ensure efficacious vaccines are available to all children and especially most vulnerable children living in remote areas of Syria. Strengthening the capacity of the Ministry of Health in

forecasting, vaccine supply planning, procurement process, delivery, storage, vaccine handling by health workers and monitoring of performance for continuous quality improvement will cement UNICEF's position as lead agency in this area of accountability. Building national capacity is critical for sustainability especially at this time of diminished funding from donors and weak economic situation.

Competencies and level of proficiency required:

Core Values:

Care
Respect
Integrity
Trust
Accountability
Sustainability

Core Competencies:

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)

Recruitment Qualifications:

Education requirement: An advanced university degree in one of the following fields is required: public health/nutrition, pediatric health, family health, health research, global/international health, health policy and/or management, environmental health sciences, biostatistics, socio-medical, health education, epidemiology, Business Administration, Supply Chain Management, Management, Economics, Engineering Health or another relevant technical field.

Experience required: A minimum of five years of professional experience in one or more of the following areas is required: public health planning and management, maternal and neonatal health care, vaccine cold chain management, or health emergency/humanitarian preparedness.

Experience working in a developing country is considered as an asset.

Relevant experience in a UN system agency or organization is considered as an asset.

Language requirements: Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is 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:

Yes

Competencies and level of proficiency required:

Recruitment Qualifications:

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