Job Classification

Search this site

Home

Classified Job Descriptions

Job Description Type:	Specific Job Description	Region:	ESAR
Category:	IP (International Professionals)	Country:	Kenya
Reason for Classification:	Establishment of a new post	Duty Station:	133447 Bangkok, Thailand, 133399 Nairobi, Kenya, 133445 Nairobi, Kenya, 133446 Nairobi, Kenya
Level:	P-4	Office:	Global Programm Division
Title:	Health Specialist	Section:	Health
Title Information in Parenthesis:	Health Economics and Financing	Unit:	
CCOG Code:	1I	Case Number:	
UNICEF Code:	HEA	Post Number:	00133399, 00133445, 00133446 & 00133447
		Classified Date:	9/14/2025

Organizational Context:

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programs, in advocacy, and 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 gives all children the opportunity to fulfill their potential but also leads to sustained growth and stability in 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.

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 specialised expertise, offering technical guidance on policy reform and scalable programming.

GPD leads UNICEF's policies, standards, and negotiations for programmes, ensuring that the organisation's assets and priorities align 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 support entry, delivering tailored assistance in priority areas such as policy reform in matters that advance the well-being of children, at-scale programme design, public finance, workforce development, and institutional strengthening, and timely humanitarian response while promoting resilient development. In doing so, the CoEs also contribute to global policy standards, ensuring that UNICEF's support is grounded in practical knowledge.

Strategic Context:
Health economists in UNICEF's Centres of Excellence provide strategic policy advice to governments, applying health economics and financing approaches to support informed decisions that advance equitable and sustainable outcomes for children and women. Countries face persistent fiscal constraints, growing demand for Universal Health Coverage (UHC), and pressure to accelerate progress towards the health-related Sustainable Development Goals (SDGs).

Within this context, the newly established Inclusive Health Economics, Financing and Policy Innovation (IHEFPI) team drives UNICEF's technical assistance under the Financing for Scale pillar of the Health Programme Offer. By aligning evidence and policy support with national priorities, the team helps governments expand fiscal space, assess affordability, strengthen financial protection, and scale cost-effective interventions.

IHEFPI's work spans economic evaluations, modelling, efficiency analysis, health technology assessments, and fiscal space analysis — guiding reforms, resource allocation, and investment strategies. By exposing inefficiencies and co-designing solutions, the team ensures health investments are both equitable and financially sustainable. The team also fosters cross-regional learning by benchmarking financing models, scaling best practices, and reducing duplication, thereby maximizing the impact of UNICEF's support.

Current thematic focus and responsibilities of the IHEFPI team:
The IHEFPI team supports governments in overcoming persistent health financing challenges, each directly linked to UNICEF's Financing for Scale pillar in the programme offer:
1. Low and unequal health investment – Many countries spend less than 5% of GDP on health, with high out-of-pocket expenditures pushing households into poverty. The team supports domestic resource mobilization, equity-focused reforms, and reducing OOPE to strengthen protection for the most vulnerable.
2. Inefficient and fragmented financing – Weak governance and fragmented insurance schemes undermine efficiency. The team applies fiscal space and efficiency analyses to consolidate flows and design scalable, integrated financing models.
3. Economic volatility and fiscal constraints – Inflation, debt burdens, and competing budgetary priorities reduce fiscal space. The team supports scenario modelling and budgetary prioritization to protect essential health services, particularly MNCAH and immunization.
4. Fragile and conflict-affected settings – Nearly half of UNICEF's programme countries face humanitarian crises. The team helps design adaptive financing mechanisms that safeguard critical health services even in fragile contexts.
5. Gaps in scaling cost-effective interventions – Proven solutions like immunisation and PHC remain underfunded. The team generates economic evidence to cost and prioritise interventions, securing sustainable financing for at-scale delivery.

Through this work, the IHEFPI team ensures UNICEF's technical assistance on health economics and financing equips governments with strategies, tools, and institutional capacity to build equitable, resilient, and sustainable health systems for children and women, even in resource-constrained and crisis-affected contexts.

Purpose of the Job:

The Health Specialist (Health Economics and Financing), based in UNICEF's Nairobi Centre of Excellence, is a key contributor to UNICEF's technical assistance mandate under the Financing for Scale pillar.

As part of IHEFPI — UNICEF's first dedicated cross-cutting health economics and financing team — the Specialist has a dual role:
• Internally, embedding economics and financing capacity across UNICEF health teams and positioning the organisation as a credible partner in global health financing.
• Externally, delivering high-quality technical assistance to governments on immunisation, PHC, and

MNCAH, supporting the design, implementation, and evaluation of sustainable, country-led financing strategies across 20+ countries in sub-Saharan and North Africa.

Key contributions include:
1. Improving resource allocation and efficiency analysis for immunisation and child health.
2. Supporting the design and implementation of sustainable health financing models.
3. Providing technical leadership in health budgeting and planning.
4. Packaging economic evidence to inform policy dialogue and advocacy.
5. Building capacity at national and regional levels to sustain reforms.

Through this role, the Specialist ensures UNICEF's support is country-led, evidence-driven, and scalable — directly contributing to health systems strengthening, UNICEF's Health Strategic Plan, and the SDGs. The Specialist also helps embed resilience and preparedness into financing strategies, enabling governments to sustain essential services during crises and aligning with UNICEF's Core Commitments for Children in Humanitarian Action (CCCs).

Key functions, accountabilities and related duties/tasks:

The Health Specialist (Health Economics and Financing) will deliver high-quality technical assistance to UNICEF Country Offices, governments, and partners under the Financing for Scale pillar of UNICEF's Programme Offer for Health.

The role focuses on strengthening country capacity for evidence-informed planning, sustainable health financing, and equity-focused reforms to advance MNCAH, immunization, and PHC outcomes.

1. Technical Advisory on Strategic Planning, Policy Formulation & Review
- Provide expert guidance and technical leadership to governments in the design, costing, and financing of health and immunization strategies.
- Support development and cost analysis of national health strategies, including immunization, reproductive, maternal, newborn, child, and adolescent health, and health systems strategies.
- Advise on design and implementation of health financing and service delivery reforms to improve equity and efficiency of PHC services and priority health interventions.
- Lead development and application of economic tools (e.g., Integrated Health Tool, NIS costing application) for assessing impact and projecting costs of strategies, including scenario planning.
- Conduct fiscal space analyses using robust methodologies (economic projections, budget modelling, scenario analysis) to support domestic resource mobilization and sustainable planning.
- Lead development of health sector medium-term expenditure frameworks (MTEFs) leveraging expenditure data, systems analysis results, and other economic evidence.
- Contribute to or lead public financial management (PFM) assessments, identifying bottlenecks to health and immunization spending, and guide implementation of prioritized recommendations.
- Support transition strategies from donor funding to sustainable domestic financing in priority countries.

2. Evidence Generation & Economic Analysis
- Conduct cost-effectiveness and cost-benefit analyses for priority interventions using recognized models (LiST, Spectrum, UNIVAC, Markov, etc.) and tailored country models.
- Provide technical guidance on methodologies for cost analysis and impact estimation, including interpretation of measures such as DALYs, QALYs, deaths averted, and other outcomes.
- Lead budget impact modelling to inform government budget optimization and donor allocation decisions.
- Conduct efficiency analyses of health and immunization programmes using RMET, national surveys (e.g., MICS, DHS), and global databases (GHE observatory, NHA, WUENIC, WDI).
- Review and strengthen financial indicator data quality and use, including joint reporting forms.
- Develop investment cases and advocate for scale-up of high-impact interventions.
- Translate evidence into policy briefs, presentations, and recommendations for ministries and technical working groups.
- Produce and disseminate knowledge products, including technical briefs, policy papers, and peer-reviewed publications.
- Tailor evidence and recommendations for technical and non-technical audiences.
- Co-lead health economics and financing implementation research, especially on financing mechanisms and service delivery innovations.

- Apply evidence synthesis and comparative analysis to inform benchmarking and regional/global strategy development.

3. Domestic Resource Mobilization & Government-Led Financing
- Provide technical assistance for resource mobilization strategies to increase domestic health financing.
- Support fiscal policy reforms to expand fiscal space for health while promoting equity.
- Advise governments on approaches to reduce out-of-pocket expenditures and strengthen financial protection.
- Support integration of economic evidence into national health financing strategies, sector plans, and budget dialogues.
- Guide design of adaptive financing mechanisms for fragile and conflict-affected settings to ensure continuity of essential health services.

4. Technical Advisory Support on Capacity Building
- Design and deliver training on health economics and financing tools that inform decision-making.
- Mentor national economists and analysts in economic evaluation, modelling, and fiscal space analysis.
- Build institutional capacity to incorporate economic evidence into decision-making processes, including NITAGs and budgeting cycles.
- Develop user-friendly tools and templates for country counterparts to integrate into planning and financing processes.

5. Cross-Sectoral Coordination & Integration
- Support cross-sectoral policy dialogue and integration of health financing with broader national development strategies, including social protection and education.
- Contribute to donor coordination and strategic alignment in multi-stakeholder platforms.
- Lead or support preparation of cost and impact analyses and economic justifications for donor proposals (e.g., Gavi Full Portfolio Planning, GFF funding applications, MICs catalytic phase).
- Provide technical inputs to multi-country and cross-regional initiatives, ensuring coherence across health financing, immunization, and MNCAH agendas.
- Supervise junior staff and consultants, ensuring quality, consistency, and alignment with UNICEF's Financing for Scale approach.

Impact of Results:

The Health Specialist (Health Economics and Financing) strengthens UNICEF's technical assistance under the Financing for Scale pillar by embedding economic evidence and financing strategies into national health planning and policy. The role directly supports governments to expand fiscal space, improve resource allocation, and implement equitable, sustainable financing reforms that protect and scale essential services such as immunization, PHC, and MNCAH.
By positioning UNICEF Country Offices as credible partners in health financing, and by building national capacity to integrate economic analysis into decision-making, the Specialist ensures more efficient use of resources, reduced out-of-pocket spending, and expanded access to quality health services for children and women — advancing UNICEF's Strategic Plan 2026–2029 and the SDGs.

Competencies and level of proficiency required:

Core Values:
Care
Respect
Integrity
Trust
Accountability
Sustainability

Core Competencies for Staff without Supervisory responsibilities:
Demonstrates self-awareness and ethical awareness (1)
Works collaboratively with others (1)
Builds and maintains partnership (1)
Innovates and embraces change (1)
Thinks and acts strategically (1)
Drive to achieve results for impact (1)
Manages ambiguity and complexity (1)

Core Competencies for Staff with Supervisory responsibilities:
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)
Drives to achieve impactful results (2)
Manages ambiguity and complexity (2)

Recruitment Qualifications:

Education requirement: Advanced university degree (Master's or equivalent) in health economics, health financing, public health, or health policy with a focus on health economics/financing, or in economics/finance with emphasis on Health Systems Strengthening is required.

Specialized training in areas such as Medicine (MD/MBBS), economic evaluation, and fiscal policy (PhD) will be considered an asset.

Experience required: A minimum of 8 years of experience in international health and development with a strong focus on health economics, policy, and financing in low- and middle-income countries is required.

Given the complexity of the position, the ideal candidate must not only understand economic theory and financing models, but also how these apply in real-world health settings—from primary care clinics to national health ministries. This practical grounding ensures that strategies are operationally feasible, context-sensitive, and responsive to the needs of UNICEF Country Offices.

Desirable experience:
Demonstrated experience in leading or contributing to cost-effectiveness analyses, budget impact analyses, investment cases, and fiscal space analyses for immunization and broader health interventions (such as MNCH, SRH, HIV/AIDs, Nutrition, etc.).
Proven record of supporting or analyzing policy reform processes related to health/immunization financing, or health systems strengthening in low- and middle-income country contexts.
Experience working with or advising ministries of health and finance in several low- and middle-income countries.
Hands-on experience applying tools such as UNIVAC, LiST, OneHealth Tool, Spectrum, and budget modeling frameworks.

Assets:
Experience working with global health partnerships, such as GAVI, the Global Fund, Global Alliance for Improved Nutrition (GAIN), and Multilateral agencies and Development Banks, particularly in areas of health economic analysis, is an asset.
Knowledge of and experience with Public Financial Management in Health.
Combined knowledge and experience of health economic analysis, infectious disease modeling, and clinical disease pathways.
Knowledge of global health financing issues and trends.
Strong communication and relationship-building skills in the global health community, particularly among donors, multilateral partners, and implementers.
Experience in other aspects of Health Systems Strengthening.
Extensive experience working with UNICEF Country and Regional Offices, providing strategic and technical support in the design, costing, and financing of national health and immunization strategies.
Proven ability to translate global economic frameworks into practical, context-specific solutions that address the operational realities of service delivery in low- and middle-income countries.

Skills required for the job:
Advanced technical proficiency in:
Economic evaluation methods (CEA, CBA, ROI).
Budget impact and financial forecasting models.
Health systems and financing diagnostics (e.g., PFM assessments, transition readiness).
Use of health economic modelling tools such as UNIVAC, OneHealth Tool, LiST, Spectrum, Optima

	Health, and/or advanced Excel and R-based modeling. Strong quantitative analysis skills, including use of statistical software (e.g., R, Stata, Excel VBA); ability to manage large datasets and develop economic models. Excellent policy translation and writing skills, with a track record of producing decision-useful outputs such as briefs, investment cases, and peer-reviewed publications. Deep understanding of global health financing architecture, including mechanisms like Gavi support, GFF, and Multilateral Development Banks. Language requirements: For post 133446: Fluency in English and French is required. Knowledge of another official UN language (Arabic, Chinese, Russian or Spanish) or a local language is an asset. For posts 133399, 133445, 133447: 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:	No
Competencies and level of proficiency required:	
Recruitment Qualifications:	

Print