UNITED NATIONS CHILDREN'S FUND
GENERIC JOB PROFILE (GJP)

I. Post Information

Job Title: **Health Specialist, Health Systems Strengthening (HSS)** Supervisor Title/ Level: Health Manager (HSS), NO4, AFG25061 P4 Organizational Unit: **Programme** Post Location: **Kabul, Afghanistan**	Job Level: **Level 3** Job Profile No.: Case No.: **AFG25062** CCOG Code: **1I03n** Functional Code: **HEA** Job Classification Level: **NO3**

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.

Job organizational context: The Health Specialist GJP is to be used in a Country Office (CO) where the Health Programme is a component of the Country Programme (or UNDAF).

Purpose for the job: The Health Specialist reports to the Health Manager (HSS) for guidance and general supervision. The Health Specialist supports the development and preparation of the Basic Package of Health Services (BPHS) and Essential Package of Hospital Services (EPHS) and health systems strengthening (HSS) and is responsible for supporting the management, implementation, monitoring, evaluationn, and reporting the programme progress of BPHS/EPHS programme (e.g. gender, maternal, neonatal, child survival/development) within the country programme. The Health Specialist provides technical guidance and management support throughout the programming processes to facilitate the administration and achievement of concrete and sustainable results for BPHS/EPHS and HSS, according to plans, allocation, results based-management approaches and methodology (RBM), organizational Strategic Plans and goals, standards of performance, and accountability framework.

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

- Support and contribute to the preparation, design and updating of EPHS and BPHS. Keep abreast of development trends to enhance programme management, efficiency and delivery.
- Participate in strategic programme discussions on the planning of the packages and HSS. Be involved in the formulation, design and preparation of the health programme proposals, ensuring alignment with UNICEF's Strategic Plan, the Country Programme, as well as coherence/integration with the donor strategies, regional strategies, and national priorities, plans and competencies.
- Establish specific programme goals, objectives, strategies, and implementation plans based on results-based planning terminology and methodology (RBM). Prepare required documentation for programme review and approval.
- Work closely and collaboratively with colleagues and partners to discuss strategies and methodologies, and to determine national priorities and competencies to ensure the achievement of concrete and sustainable results.
- Provide technical and operational support throughout all stages of programming processes to ensure integration, coherence and harmonization of programmes/projects with other UNICEF sectors and health sector donors and achievement of results as planned and allocated.

2. Programme management, monitoring and delivery of results

- Plan and/or collaborate with internal and external partners to work towards monitoring benchmarks, performance indicators, and other UNICEF/UN system indicators and measurements to assess and strengthen performance accountability, coherence and delivery of concrete and sustainable results for BPHS/EPHS.
- Participate in monitoring and evaluation exercises, programme reviews and annual sectoral reviews with the implementing partners and other counterparts to assess progress and to determine required action/interventions to achieve results.
- Prepare and assess monitoring and evaluation reports to identify gaps, strengths and/or weaknesses in programme management, identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals. Make recommendations on any course corrections required.
- Actively monitor programmes/projects through field visits, surveys and/or exchange of information with partners/stakeholders to assess progress, identify bottlenecks, potential problems and take timely decisions to resolve issues and/or refer to relevant officials for timely resolution. Ensure action points from the visits are followed up.

- Monitor and verify the optimum and appropriate use of sectoral programme resources (financial, administrative and other assets) confirming compliance with organizational rules, regulations/procedures and donor commitments, standards of accountability and integrity, ensuring timely reporting and liquidation of resources.

- Prepare regular and mandated programme/project reports for management, donors and partners to keep them informed of programme progress. Ensure quality donor reports, especially to the World Bank and Asian Development Bank, are drafted and shared in a timely manner with the Health Manager, HSS.

3. Technical and operational support to programme implementation

- Provide technical guidance and operational support to NGO partners, UN system partners and other country office partners/donors on the interpretation, application and understanding of UNICEF policies, strategies, processes, and best practices and approaches on health-related issues to support programme development planning, management, implementation and delivery of results.

- Participate in discussions with national partners, clients and stakeholders to promote health and development issues, especially in the areas of gender, emergency preparedness, health systems strengthening, maternal and neonatal health, and child survival and development.

- Contribute to policy papers, briefs and other strategic programme materials for management use, information and consideration.

- Participate in emergency preparedness initiatives for programme development, contingency planning and/or to respond to emergencies in country or where designated.

4. Networking and partnership building

- Build and sustain effective close working partnerships with health sector technical counterparts, national stakeholders, as well as global partners, allies, donors, and academia. Through active networking, advocacy and effective communication, build capacity and exchange knowledge and expertise to facilitate the achievement of programme goals on child rights, social justice and equity.
- Prepare communication and information materials for CO programme advocacy to promote awareness, establish partnerships/alliances, and support fund raising for health programmes (maternal, neonatal and child survival and development).
- When requested, participate and/or represent UNICEF in appropriate inter-agency (UNCT) discussions and planning on health-related issues to collaborate with inter-agency partners/colleagues on planning and preparation of health programmes/projects, ensuring organizational position, interests and priorities are fully considered and integrated in the process in development planning and agenda setting.

5. Innovation, knowledge management and capacity building

- Apply and introduce innovative approaches and good practices to build the capacity of partners and stakeholders, and to support the implementation and delivery of concrete and sustainable programme results.

- Keep abreast and participate in research to provide evidence for implementation of best and cutting edge practices in health systems strengthening.

- Assess, institutionalize and share best practices and knowledge learned.
- Contribute to the development and implementation of policies and procedures to ensure optimum efficiency and efficacy of sustainable programmes and projects.
- Organize and implement capacity building initiatives to enhance the competencies of stakeholders to promote sustainable results on BPHS and EPHS.

IV. Impact of Results

The efficiency and efficacy of support provided by the Health Specialist 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 country. 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 with Supervisory Responsibilities) *

- Nurtures, Leads and Manages People (1)
- 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)

or

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 Managers people is only applicable to staff who supervise others.

VI. Recruitment Qualifications

Education:	An advanced university degree in one of the following fields is required: public health, health systems strengthening, health policy and/or management, or another relevant technical field.
Experience:	A minimum of five years of professional experience in one or more of the following areas is required: health systems strengthening, public health planning and management, maternal and neonatal health care. Experience working in a developing country is required. Relevant experience in a UN system agency or organization is considered as an asset. Experience working on projects funded by the WB and/or ADB

	is 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.