GENERIC JOB PROFILE

I. Post Information

Job Title: **Health Specialist** Supervisor Title/ Level: **Chief Field Officer, NO-C and Health Manager (matrix management)** Organizational Unit: **Health** - **Programme** Post Location: **Mahajanga, Madagascar**	Job Level: **Level 3** Job Profile No.: **108707** CCOG Code: **1I03n** Functional Code: **HEA** Job Classification Level: **Level 3**

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.

Purpose for the job: The Health Specialist reports in matrix management to the Chief Field Office of Mahajanga and the Health Manager (MNCAH-HIV) based in Antananarivo for guidance, technical support and general supervision. The Health Specialist supports the development, preparation and implementation of the health programme and is responsible for managing, implementing, monitoring, evaluating, and reporting the programme progress of a sector of the health programme (e.g. gender, immunization, 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 according to plans, allocation, results based-management approaches and methodology (RBM), organizational Strategic Plans and goals, standards of performance, and accountability framework.

Within the framework of Madagascar-Comoros multi-country office (MCO) the Health Specialist will provide strategic support to the Comoros office in case of need.

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 the situation analysis for the sector(s) to establish a strategic plan for development, design and management of health-related programmes. Keep abreast of development trends to enhance programme management, efficiency and delivery.
- Support the analysis of health-related data, epidemiological trends, service coverage, disparities and barriers to access, with particular attention to the most vulnerable and underserved populations, to inform evidence-based, equity-focused and gender-responsive programme planning and prioritization.
- Participate in strategic programme discussions on the planning of health programmes. Formulate, design and prepare a sector of the health programme proposal, ensuring alignment with UNICEF's Strategic Plan, the Country Programme, as well as coherence/integration with the UN Development Assistance Framework (UNDAF), 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.
- Promote integrated programming and coordination across health and other relevant sectors, including nutrition, WASH, child protection, education and social protection, to address the multiple determinants of health and improve the effectiveness and sustainability of programme interventions.

- Contribute to the development of risk-informed programme strategies, contingency plans and preparedness measures to ensure continuity of essential health services and strengthen the resilience of health systems in the face of emergencies, climate-related shocks and other crises.

- 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 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 establish 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 the assigned sector in health programmes.

- Support the strengthening of health information systems, data quality, data analysis and use of disaggregated data to monitor programme performance, identify inequities and inform evidence-based decision-making and corrective actions.

- Participate in monitoring and evaluation exercises, programme reviews and annual sectoral reviews with the government 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.

- 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.

- 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.

- Promote programme quality assurance, accountability to affected populations and communities, and adherence to UNICEF policies, safeguarding principles and applicable programme standards throughout programme implementation and monitoring.

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

3. Technical and operational support to programme implementation

- Provide technical guidance and operational support to government counterparts, 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.

- Provide technical support to strengthen health systems and primary health care, including service delivery, human resources for health, supply chain and essential health commodities, health financing, health information systems, governance and community engagement, in collaboration with government counterparts and partners.

- Support government counterparts and implementing partners in improving the quality, accessibility, availability and continuity of essential health services, particularly for children, adolescents, women and vulnerable populations, including in underserved and hard-to-reach areas.

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

- Draft 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.

- Provide technical and operational support to preparedness, response and recovery interventions during public health emergencies, outbreaks, natural disasters and other humanitarian crises, ensuring the continuity of essential health services and coordination with relevant sectors and partners

4. Networking and partnership building

- Build and sustain effective close working partnerships with health sector government 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).

- Promote meaningful engagement of communities, local authorities, community health workers and civil society organizations in programme planning, implementation, monitoring and advocacy to strengthen ownership, participation and sustainability of health interventions.
- 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 UNDAF planning and preparation of health programmes/projects, ensuring organizational position, interests and priorities are fully considered and integrated in the UNDAF 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 conduct research to provide evidence for implementation of best and cutting edge practices in health.
- Promote evidence generation, documentation and dissemination of programme results, innovations, lessons learned and good practices to inform programme improvement, advocacy and replication or scaling up of successful interventions.
- 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 health-related programmes/projects.
- Support capacity development of health workers, government counterparts, local institutions and implementing partners through mentoring, coaching, technical assistance and institutional strengthening approaches.

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.

Through effective programme management, technical support, partnership development, monitoring and evidence-based decision-making, the Health Specialist contributes to reducing health inequities, improving health outcomes, strengthening resilience to emergencies and ensuring that the most disadvantaged and underserved populations are reached. These results contribute to UNICEF's credibility, accountability and capacity to advance children's rights and promote equitable and sustainable development.

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

i) <u>Core Values</u>

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

ii) <u>Core Competencies</u>

- 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)

VI. Recruitment Qualifications

Education:	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, or another relevant technical field.
Experience:	A minimum of five 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, primary health care, health systems strengthening, child health, or health

	emergency/humanitarian preparedness. Experience in programme planning, implementation, monitoring and evaluation, partnership management and coordination with government counterparts and development partners is an asset. Field work experience is considered as an asset. Relevant experience in a UN system agency or international organization is considered as an asset.
Language Requirements:	Fluency in French and good working knowledge of English is required.