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

I. Post Information

Job Title: **Health Specialist on NCDs** Supervisor Title/ Level: **Chief Health and Nutrition (Level 4)** Organizational Unit: **Health and Nutrition** Post Location: **Phnom Penh, Cambodia**	Job Level: **Level 3** Job Profile No.: 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.

Job organizational context: The Health Specialist will support emerging areas of the new Country Programme for Health and Nutrition, particularly in relation to sustainable health system strengthening approaches for Non-Communicable Diseases (NCDs), as aligned with UNICEF Cambodia's Country Programme 2024-2028 (and the new UNSDCF).

Purpose for the job: The Health Specialist reports to the Chief of Health and Nutrition (P4) for guidance and general supervision. The Health Specialist supports the development and preparation 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. especially with regards to health systems strengthening (HSS) approaches for integrating NCDs as part of primary health care and existing community outreach platforms. Key NCD areas of include prevention, promotion, and referral pathway for specialized services, and also include children's environmental health, mental health, and supporting climate SMART health facilities and services. 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.

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.
- 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 Sustainable Development Cooperation Framework (UNSDCF), 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 documentations 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 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, particularly the section's work on supporting the Government in sustainable health systems strengthening approaches for NCDs, including environmental and mental health, in primary health care.
- 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.

- 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.

- 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 as they relate to HSS for NCDs.

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

- Support ongoing strategy development, partner coordination, and resource mobilization to advance the Government's capacity to integrate NCDs, including identifying new opportunities and areas of collaboration with stakeholders and DPs, ensuring strong cross-sector components related to social behaviour change (SBC), gender, climate, disability, and social inclusion.

- 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 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 (related to PHC, UHC, health financing and NCDs).
- 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 UNSDCF planning and preparation of health programmes/projects, ensuring organizational position, interests and priorities are fully considered and integrated in the UNSDCF 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.

- Support the documentation of impact and cost investment of new and pilot approaches in targeted provinces, and use these findings to strengthen UNICEF's evidence-based advocacy to Govt and DPs for longer-term investments to ensure best practices go to scale,

- Keep abreast and conduct research to provide evidence on key health deprivations for children, including environmental health hazards, and implementation of best and cutting edge practices in health.

- Oversee secondary analyses of secondary and survey data to fill evidence gaps and answer key questions for policy and programme.

- 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.

IV. Impact of Results

The efficiency and efficacy of support provided by the Health Specialist to evidence generation and programme 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

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: environmental health sciences, childhood non-communicable diseases and injuries, mental health, public health/nutrition, pediatric health, global/international health, 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: relevant fields related to NCDs (childhood NCDs, climate and environmental health, mental health, injury prevention), public health/nutrition planning and management, maternal and neonatal health care. Demonstrated experience in shaping NCDs policy and programs in a developing country context, in LMICs or MICs, using evidence-based advocacy, data, scaleable models, innovation, MEL and research. Demonstrated experience required in partner coordination, managing, and working in a team, working across sectors, and with multi-stakeholders. Additional skills in health financing, research and statistical analysis are 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.

VIII. Signatures- Job Description Certification

Name: Julia Battle	Signature	Julia Battle Digitally signed by Julia Battle Date: 2026.11.18 16:47:14 +07'00'	Date 18/11/2026
Title: Chief Health and Nutrition			
Name: Maha Damaj	Signature	Maha Damaj Digitally signed by Maha Damaj Date: 2026.11.18 17:01:58 +07'00'	Date
Title: Representative			