

CRITERIA FOR THE NOMINATION OF REGIONAL DIRECTOR FOR AFRICA

Qualifications

The following constitute the set of criteria that should be met by the candidate nominated to the post of Regional Director.

Good understanding of and commitment to the WHO mission

The candidate must show a clear understanding of WHO mission, roles, functions, policies and strategies. There must be demonstrated evidence of the candidate's personal involvement or a plan to further that commitment.

Proven leadership qualities

The candidate must be visionary, dynamic and results-oriented. It is very important that the candidate possess the ability to communicate both orally and in writing, in a clear, effective and inspiring way to varying target groups, including the mass media, political leaders, other leaders in the public health field, health personnel, a wide range of academic and professional groups within and outside the health sector as well as WHO staff. He or she should have personal integrity and a great capacity to withstand pressures from both official and private sources on issues that could jeopardize the Organization's interests.

Proven managerial ability

The candidate should be able to manage a complex organization in the health field. This requires a highly analytical mind and the ability to set clear goals and objectives, design appropriate programmes for the optimal use of the Organization's overall resources, and develop an appropriate process for the monitoring and evaluation of the work of the Organization in the Region. It is important that the candidate have skills both in fostering teamwork with appropriate delegation of responsibility and in creating a conducive work environment for staff at regional and country office levels. Given the need to interact with and actively support the efforts of headquarters and other regions within the context of the oneness of the Organization, the candidate's ability to work effectively with leaders, at both national and international levels, in the health and related sectors is an important requirement.

Professional and technical qualifications

The candidate should be professionally qualified in the health field and have a sound knowledge of public health, including its epidemiological basis.

Sensitivity to cultural, social, political and other differences

The candidate should have a broad knowledge of and be sensitive to the varying cultural, social, political and linguistic differences of the Region. For this reason, he or she should, among other things, be fluent in at least one of the three working languages of the Region and have a working knowledge of at least one of the other languages. Reasonable working experience in the Region, particularly in the work of WHO, would be an asset.

Medical fitness

The candidate should be sufficiently healthy to carry out the duties of the post.