



**World Health Organization/Organización Mundial de la Salud  
Pan American Sanitary Bureau/Oficina Sanitaria Panamericana**

**POST DESCRIPTION**

<i>Title</i>	<i>Category</i>	<i>Position Number</i>	<i>Grade</i>	<i>Duty Station</i>
Technical Officer, Health Promotion, and Social Determinants of Health	NON	P18593	NO-A	San José, Costa Rica

**OBJECTIVE OF THE OFFICE/DEPARTMENT**

The Social and Environmental Determinants for Health Equity Department (DHE) leads intersectoral, strategic and collaborative efforts at the regional, subregional, country and local levels, enabling countries to reduce health inequities, promote health and well-being, address social determinants of health - including its commercial, economic, political dimensions - to integrate equity, human rights, gender and interculturality into the public health agenda.

**ORGANIZATIONAL CONTEXT**

The incumbent is responsible for providing technical support and guidance in strengthening intersectoral, equity-based public health policies and programs, and health systems, community engagement, health leadership and promotion of health and well-being to effectively address the social determinants of health, health equity, including gender and ethnic inequities, the promotion of health in all policies and healthy settings in alignment with WHO global and regional commitments. This includes supporting the implementation of the Special Initiative on Social Determinants for Health Equity (SIMASHE) at country level. The incumbent will work in collaboration with the technical team in the Country Office and with the support and technical guidance of the regional DHE/HP teams at HQ.

**SUMMARY OF RESPONSIBILITIES**

Under the technical guidance of the Director, Social and Environmental Determinants for Health Equity (DHE), and the direct supervision of the PAHO/WHO Representative (PWR), the incumbent is responsible for, but not necessarily limited to, the following assigned duties:

- a) Provide support, and serve as country focal point for matters related to health promotion, social determinants of health, health equity, including gender and ethnicity; provide support to country teams for research, planning development, implementation, and monitoring of policies and strategies in those areas, with a strong focus on local governance for health and well-being, intersectoral action and community participation, including the implementation of the Special Initiative on Social Determinants for Health Equity (SIMASHE);
- b) Collaborate in the process of, and provide technical guidance on, the development, review and promotion of national policies, programs, and structures for health promotion including for healthy cities and healthy settings;
- c) Support capacity assessments and evidence review on health inequities across populations, the life course, and public health conditions, including gender, ethnicity, socio-economic status and other variables, using both qualitative and quantitative analysis;
- d) Create and enhance partnerships and networks to strengthen multidisciplinary and intersectoral collaboration among diverse institutional partners (Ministry of Health, Social Security Fund, municipalities) to address social determinants of health and health equity, including gender and ethnicity;
- e) Lead the process of documenting lessons learned and best practices in addressing social determinants of health, health equity, including gender and ethnicity, with particular emphasis on generating evidence from the implementation of the Special Initiative on Social Determinants for Health Equity (SIMASHE) to inform policy dialogue and scaling strategies;
- f) Provide technical and strategic support for the integration of health equity, including gender equality and ethnicity, into the work of the country office;
- g) Provide technical and strategic guidance on health-related law, human rights and health, workers' health and social protection and other related matters;

- h) Maintain and update comprehensive records of activities implemented, documents produced and progress achieved;
- i) Support the PWR in all tasks related to the area of social determinants of health ensuring timely and effective implementation of activities; including those linked to the Special Initiative on Social Determinants for Health Equity;
- j) Perform other related duties, as assigned.

## KEY BEHAVIORAL COMPETENCIES

**Overall attitude at work:** Maintains integrity and takes a clear ethical approach and stance; demonstrates commitment to the Organization's mandate and promotes the values of the Organization in daily work and behavior; is accountable for work carried out in line with own role and responsibilities; is respectful towards, and trusted by, colleagues and counterparts.

**Teamwork: Collaborate and cooperate with others/Deal effectively with conflicts** - Works collaboratively with team members and counterparts to achieve results; encourages cooperation and builds rapport; helps others when asked; accepts joint responsibility for the teams' successes and shortcomings. Identifies conflicts in a timely manner and addresses them as necessary; understands issues from the perspective of others; does not interpret/ attribute conflicts to cultural, geographical or gender issues.

**Respecting and valuing individual differences:** - Treats everyone with dignity and respect, fostering positive relationships with everyone. Reflects on personal behavior to avoid stereotypes and considers situations from the perspective of others.

**Communication: Express oneself clearly when speaking/Write effectively / Share knowledge** - Quality and quantity of communication targeted at audience. Listens attentively and does not interrupt other speakers. Adapts communication style and written content to ensure they are appropriately and accurately understood by the audience (e.g., power-point presentations, communication strategies, implementation plans). Shares information openly with colleagues and transfers knowledge, as needed.

**Knowing and managing yourself: Remain productive /Manage stress/Continuously learn** - Remains productive even in an environment where information or direction is not available, and when facing challenges; recovers quickly from setbacks, where necessary. Manages stress positively; remains positive and productive even under pressure; does not transfer stress to others. Seeks informal and/or formal learning opportunities for personal and professional development; systematically learns new competencies and skills useful for job; takes advantage of learning opportunities to fill competencies and skill gaps.

**Producing Results: Work efficiently and independently / Deliver quality results/Take responsibility** - Prioritizes work and makes planning/Organizational adjustments as necessary; seeks clarification from supervisor on timelines, as needed. Uses feedback and inputs from supervisor to achieve results. Produces quality results and has frequent discussions with supervisor to achieve results. Is action-oriented and sees tasks through to completion. Shows understanding of own role and responsibilities in relation to expected results. Solicits and accepts direction and guidance from supervisor and team members and takes responsibility for own work and actions, as appropriate.

## TECHNICAL EXPERTISE

- Theoretical and practical knowledge of all aspects related to technical cooperation projects and activities that address the social determinants of health, health promotion, community participation, intersectoral action and policies in local and social development programs.
- Knowledge of the country's social-political and health context, including governance institutions and their impact on health outcomes.
- Proven ability to prioritize, develop and implement effective strategies to support the engagement of diverse stakeholders and promote project objectives.
- Strong knowledge on healthy setting approaches and strategies conducive to improvement of social determinants related to well-being.
- Technical expertise in translating social determinants of health theory into practice at national and local levels and ability to analyze social determinants of health and the capability to develop and plan innovative and appropriate solutions.

- Technical expertise in local participatory planning and evaluation methodologies, especially working with multiple sectors, and government, community and academic institutions.
- Proven analytical and problem-solving skills, with the ability to identify, assess, analyze, synthesize and provide actionable recommendations on key technical and political issues.
- Research capabilities in applying quantitative and qualitative methodologies to document situations, outcomes and lessons learned.
- Managerial skills for the development, implementation and analysis of technical cooperation programs and activities, including budget programming and control.
- Strong interpersonal skills, diplomacy and tact to effectively communicate with senior level officials, multiple stakeholders and professionals from diverse cultural and professional backgrounds.
- Strong professional oral and writing skills, including the development of reports, oral presentations, and technical/persuasive documents for consideration at the highest levels of the Organization.

## EDUCATION

**Essential:** A university degree in health or social science or in any other field related to the functions of the post, from a recognized institution.

**Desirable:** A postgraduate or master's degree in public health or social sciences from a recognized institution, would be an asset.

## EXPERIENCE

**Essential:** Three years of national professional experience in technical cooperation programs and projects that address the determinants of health and health equity, including gender and cultural diversity, or community-based solutions and policies in local and national social development programs.

**Desirable:** More than 5 years of work experience in managing complex international programs related to the social determinants of health and equity, or experience with International Organizations.

## LANGUAGES

Fluency in Spanish and a working knowledge of English.

## IT SKILLS

Demonstrated ability to effectively use current technology and software, spreadsheets and presentations, as well as Enterprise Resource Planning (ERP) and management information systems. Other IT skills and knowledge of software programs such as Microsoft Excel, Outlook, OneDrive, PowerPoint, Teams, SharePoint, and Word are considered essential.