



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

POST DESCRIPTION

**Job Identification: CCOG 1.1.04
Job Profile: J1046**

Duration of Post: ☒ Limited
☐ Indefinite

<i>Title</i>	<i>Category</i>	<i>Position Number</i>	<i>Grade</i>	<i>Duty Station</i>
Advisor, Nursing, Midwifery and Allied Health Personnel Development	PRFP	.0123	P4	Washington, D.C.

OBJECTIVE OF THE OFFICE/DEPARTMENT

The Department of Health Systems and Services (HSS) is responsible for promoting, coordinating, and implementing the Organization's technical cooperation in health systems and services development to achieve Universal Access to Health and Universal Health Coverage (Universal Health), based on the Primary Health Care approach. HSS promotes evidence-based policies, strategies and plans to transform national health systems to improve equity and resilience, as health systems move towards the achievement of Universal Health, strengthening governance and stewardship, increasing and improving health financing and social protection, and supporting the development of integrated networks of health services based on a highly resolute first level of care. HSS strengthens national capacity in the organization of people-centered health services, integrating the healthy life course approach, ensuring quality of care and patient safety, and the effective deployment and management of human resources.

ORGANIZATIONAL CONTEXT

Guided by the policy frameworks of PAHO/WHO, the incumbent will perform his/her responsibilities within a multidisciplinary team that promotes and provides leadership within the Organization and to the Member States in the field of human resources for health (HRH). The incumbent exercises a technical and advisory role in the development of human resources policies and plans to ensure a competent, diversified, motivated, productive and well distributed workforce addressing the health needs of populations, based on the strategy of primary health care. Special emphasis is placed on the development of nurses, midwives, and allied health personnel. He/she will contribute to strengthening the capacity of the national health authority in performing its stewardship functions in human resources for health, including the coordination with relevant sectors of government and stakeholders, with particular focus on nurses, midwives, and allied health personnel. He/she will support integration processes in the analysis of HRH issues of common interest, will contribute to the development of a regional agenda for HRH and promote cooperation between countries to achieve shared objectives.

SUMMARY OF RESPONSIBILITIES

Under the general supervision of the Director, Health Systems and Services (HSS), and the direct supervision of the Unit Chief, Human Resources for Health (HSS/HR), the incumbent is responsible for, but not necessarily limited to, the following duties:

- a) Design and execute technical cooperation strategies at the regional, subregional and country levels to strengthen capacities in the development, implementation and evaluation of human resources policies and plans with emphasis on nursing, midwifery and allied health personnel, including supporting the implementation of the Policy on the Health Workforce 2030: Strengthening human resources for health to achieve resilient health systems, and the adoption of adequate legal and regulatory frameworks;
- b) Promote and coordinate technical support for the development of nursing, midwifery and allied health personnel practices and continuing education, aligned with the strategic objectives of health systems based on Primary Health Care;

- c) Promote and coordinate technical support for the development of projects, programs and plans in support of interprofessional education, training and collaborative practice involving nursing, midwifery and allied health personnel, promoting their insertion into interprofessional health teams, especially at the first level of care and in underserved areas;
- d) Promote and coordinate technical support and innovative approaches and mechanisms to foster the expanded role of nurses within health systems, based on country specific health needs and requirements in health workforce, promoting necessary adaptations in legal and regulatory frameworks;
- e) Promote and coordinate innovative approaches and strategies for the delivery of technical cooperation in the areas of nursing, midwifery and allied health personnel, including active involvement in the development of networks of academic institutions, international financing institutions, professional associations and experts interested in the area of allied health personnel, nursing and midwifery, working in close collaboration with Collaboration Centers;
- f) Undertake studies of the nursing, midwifery and allied health workforce to ensure maintenance of an adequate personnel mix for the delivery of quality health care and to strengthen the health care delivery capacity of the health systems and services;
- g) Promote and coordinate alliances, initiatives and mechanisms to promote recruitment and retention of nurses, midwives, and allied personnel in their countries of origin, supporting ethical international migration between countries of origin and destination;
- h) Collaborate with schools of nursing, midwifery and allied health sciences and other training institutions for the improvement of their programs and plans; foster the development of innovative methodologies for the training and continuing education using decentralized approaches, and strengthening regulatory oversight to ensure quality of education for nurses, midwives and allied health personnel;
- i) Support the development of multi-centric research projects to study changes in health care delivery systems and their impact on the practice, regulation and education of nursing, midwifery and allied health personnel; promote and support research actions in human resources development and education in the area of nursing, midwifery and allied health personnel;
- j) Contribute to understanding the analysis of inequities associated with gender, age, and ethnicity (and other factors) in nursing and midwifery, and its effects on the health workforce as well as on the delivery of care;
- k) Provide advice and technical expertise in the development of nursing, midwifery and allied health workforce core data and information systems (including the use of Information Communication Technologies) at the regional and subregional level, and between countries, their integration with broader health information systems, the production of analysis and policy briefs and the identification of knowledge gaps, amenable to organizational and evaluative research; produce on a periodic basis an analysis of the situation, trends and issues;
- l) Strengthen digital literacy competencies and develop innovative approaches for enhancing information technology-facilitated education: knowledge management, pedagogic changes, distance and outreach, simulation, and artificial intelligence, according to identified needs in the practice and education of nursing and allied health personnel.
- m) Lead and coordinate, in close coordination with Country Offices and HSS focal points, the formulation, execution and evaluation of program and budget plans for the biennium; participate and develop common strategies with other professionals of the country offices on all aspects related to nursing, midwifery and allied health personnel;
- n) Mobilize resources, financial, technical and human, in the strengthening of healthcare service delivery in Member States, through the development of projects and initiatives that promote improved access to health care services; liaise and coordinate with international financing institutes and agencies in the development and implementation of joint projects;
- o) Participate in the preparation of the Project's Biennial Work Plan (BWP), budget and technical evaluation reports;
- p) When called upon to directly supervise staff, establish clear work objectives, conduct timely and effective performance appraisals, provide coaching and feedback, and support staff development opportunities;
- q) 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.

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.

Teamwork: Collaborate and cooperate with others - Works collaboratively with team members and counterparts to achieve and build rapport; helps others when asked; accepts joint responsibility for the team's successes and shortcomings.

Communication: Write effectively/Share knowledge - Writes down ideas in a clear, structured, logical and credible way; drafts and supports the development of guidelines, policies and procedures. Shares relevant information openly and ensures that the shared information is understood; considers knowledge sharing as a constructive working method and demonstrates awareness of the Organization.

Producing Results: Work efficiently and independently/Deliver quality results - Monitors own and others' work in a systematic and effective way, ensuring required resources and outputs. Aligns projects with Organization's mission and objectives. Consistently solves own and team's problems effectively as needed. Proactively engages in projects and initiatives, accepting demanding goals, in line with Organizational Strategies and Program of Work. Demonstrates accountability for work of team and sets an example, while explicitly articulating lessons learnt for own and team's benefit.

Ensuring effective use of resources: Strategize and set clear objectives/Monitor progress and use resources well - Sets specific, measurable, attainable, realistic and timely objectives for own team and/or the Organization; systematically analyses and anticipates priority projects for own team and allocates necessary resources to achieve them; identifies the cross-Organizational resources needed for large- scale projects in line with key Organizational objectives. Anticipates foreseeable changes and adapts own and team's projects in the face of unforeseen circumstances and/ or challenges; creates measures and criteria to monitor progress of overall projects against key Organizational objectives; creates cost-effective solutions for the Organization.

Building and promoting partnerships across the Organization and beyond: Develop networks and partnerships and encourage collaboration - Builds and negotiates strategic partnerships and alliances with a wide range of key stakeholders to ensure Organizational results and success. Creates innovative opportunities for promoting synergies inside and outside the Organization to improve Organizational success.

TECHNICAL EXPERTISE

- Technical expertise in the areas of human resources development, policies, planning and regulation, management of human resources for health, analysis of labor markets and work conditions, with emphasis on nursing, midwifery and allied health personnel.
- Expertise in health systems and services, in particular in the practice of nursing and midwifery, having held positions of responsibility and management.
- Expertise in strategic thinking, planning of human resources for health, information and information systems, political and stakeholder analysis, communication, negotiation methods, leadership development, health system performance.
- Expertise in leadership development; utilization of information and communication technologies and networking.
- Knowledge and skills in the formulation of technical cooperation interventions and in the development of criteria and instruments for evaluating program interventions.
- Expertise in health education, life-long learning, continuing education and professional development; quality improvement and accreditation of education programs and institutions
- 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 one of the health sciences and a master's degree in public health or a health science related to the functions of the post from a recognized institution.

Desirable: A doctoral degree (DPh or PhD) in public health or a related health science from a recognized institution would be an asset.

EXPERIENCE

Essential: Nine years of combined national and international experience in the development of health, nursing, midwifery, and allied health personnel with responsibility for service delivery, developing policies, guidelines, educational programs, and plans to be implemented by health authorities, local governments and educational institutions.

Desirable: Working experience in the development of policies and programs to support and strengthen nursing and allied personnel at regional, subregional or country level.

LANGUAGES

Fluency in English or Spanish with a working knowledge of the other language. Knowledge of French and/or Portuguese would be an asset.

IT SKILLS

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