



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

**POST DESCRIPTION**

**Job Identification: CCOG 1.A.02.a  
Job Profile: J1058**

**Duration of Post:**  Limited  
 Indefinite

<i>Title</i>	<i>Category</i>	<i>Position Number</i>	<i>Grade</i>	<i>Duty Station</i>
Advisor, Health Governance and Financing	PRFP	4700	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**

The incumbent is responsible for providing strategic and technical leadership in technical cooperation activities in health governance, leadership, policy and planning of health systems and services, in accordance with the Biennial Work Plan (BWP). The work is executed within the strategic frameworks guiding health systems strengthening, including the WHO Global Program of Work 2026-2030, the Strategic Plan of the Pan American Health Organization 2026-2030, the Strategy for Universal Access to Health and Universal Health Coverage and other policy orientations and mandates from the Governing Bodies; manuals; strategies and other directives regarding technical cooperation. The incumbent acts in an advisory capacity to strengthen health governance, leadership and health financing policies in the design, implementation, monitoring, and evaluation of Member States’ health policies, plans, programs, and interventions to improve health outcomes, and in the establishment and management of participatory mechanisms for policy dialogue and inter-sectoral coordination in health.

The incumbent provides advice on public policy analysis and is expected to exercise leadership in the areas of responsibility and in interpreting documents and resolutions when planning, implementing, monitoring, and evaluating programs. His/her supervisor provides guidance, priorities and strategies; approves workplans; and reviews progress of ongoing activities. The incumbent will work in close collaboration with the HR and HSS teams, internal stakeholders, including priority programs, Member States and external stakeholders.

**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 assigned duties:

- a) Provide technical, strategic advice and programmatic direction for the implementation of the program of work to strengthen health governance, policy, planning and leadership in the context of the Regional Strategy

for Universal Access to Health and Universal Health Coverage, and the development of more inclusive and resilient health systems;

- b) Collaborate with Member States in the design, implementation, monitoring and evaluation of national health plans based on Primary Health Care for the progressive realization of Universal Access to Health and Universal Health Coverage, building resilience within health systems, guided by the Essential Public Health Functions; coordinate within HSS and with other PAHO technical departments and Country Offices;
- c) Collaborate and support Member States in the development, organization and implementation of health systems reform and transformation processes through strategic analyses and systematization of countries' health planning and health sector reform formulation; develop and implement processes to improve access and equity in health, greater resiliency in health systems, ensuring coordination, when necessary, with other international development agencies and financing institutions, and with PAHO Country Offices; provide critical comparative analysis and interpretation of enabling factors within the health and other sectors;
- d) Support the development and monitoring of national and regional agendas to strengthen the regulation of financing and provision of health services, especially in relation to the participation of the private sector;
- e) Provide technical support to strengthen the leadership capacities of national health authorities in formulating and implementing the health-related components of public social protection policies through social programs that promote Universal Access to Health and Universal Health Coverage; promote intersectoral coordination for the formulation and implementation of inclusive policies that address the social determinants of health; promote legislation and regulations relevant to the health system, engaging government ministries, NGOs, community-based organizations, and other civil society organizations, the private sector and other relevant stakeholders;
- f) Provide technical advice and support to Member States for the development and/or strengthening of mechanisms and processes for social participation and participatory dialogue, ensuring accountability and transparency in the formulation and implementation of national health policies, strategies, plans and/or programs;
- g) Provide support to countries in building capacities for policy dialogue and coordination with the international donor community and other key stakeholders, promoting alignment of international cooperation initiatives in global health with the objectives stated in national policies, plans and strategies;
- h) Support health budget policies and processes to increase financial protection in health to progressively advance towards the achievement of Universal Health, improving equity and efficiency of health systems;
- i) Support the development of national strategies and programs for the payment, purchase and/or allocation of health systems resources that ensure efficiency and equity, considering these mechanisms as enablers and drivers of innovations in the organization and management of health services; that they be guided by the PHC strategy with a territorial perspective, adapted to particular characteristics of various contexts, targeting areas and populations in conditions of vulnerability;
- j) Disseminate appropriate and relevant scientific and evidence-based technical information in support of health governance, policy and leadership;
- k) Coordinate expert and knowledge management networks in health governance, policy and leadership to support health systems strengthening for the progressive realization of Universal Access to Health and Universal Health Coverage; facilitate the documentation and communication of country experiences and inter-country collaboration, promoting South-South and triangular cooperation;
- l) Collaborate in the design of strategies and actions for the mobilization of resources, in support of the Project's programs and/or projects funding;
- m) Participate in the analysis and preparation of the Project's Biennial Work Plan (BWP), budget and technical evaluation reports;
- n) 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**

- Expert knowledge in the design, implementation, monitoring, and evaluation of health policies, plans and programs; establishment and management of participatory mechanisms for policy dialogue and intersectoral coordination in health; and development, implementation, monitoring, and evaluation of interventions to strengthen health governance and leadership to address the social determinants of health.
- Expertise in strategic thinking and management, political and stakeholder analysis and coordination, social participation, communication, negotiation methods, conflict resolution, leadership development, change management and health systems performance.
- In-depth knowledge in health governance, leadership, policy, and planning operational research.
- Managerial skills for the development, implementation, and analysis of technical cooperation programs and activities, including budget programming and control.
- Expertise in formulating project proposals for external financing.
- 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, social, or management sciences and a master's degree in health governance, health policy, public health or other field related to public health from an accredited institution.

## **EXPERIENCE**

**Essential:** Nine years of combined national and international experience in areas related to health systems development, health governance, leadership and health policy and planning. Experience should include direct

implementation of health policies and plans, preferably through inclusive and participatory processes, and work with other sectors, in particular the social and economic sectors, to address the social determinants of health.

**Desirable:**

## **LANGUAGES**

Very good knowledge of English or Spanish with working knowledge of the other language. A 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.