



Pan American
Health
Organization



World Health
Organization
REGIONAL OFFICE FOR THE
Americas

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

POST DESCRIPTION

**Job Identification: CCOG 1.1.03.g
Job Profile: J1088**

**Duration of Post: Limited
 Indefinite**

<i>Title</i>	<i>Category</i>	<i>Position Number</i>	<i>Grade</i>	<i>Duty Station</i>
Advisor, Health Promotion	PRFP	6315	P04	Washington, D.C.

OBJECTIVE OF THE OFFICE/DEPARTMENT

The Social and Environmental Determinants for Health Equity (DHE) Department leads intersectoral, strategic and collaborative efforts at the regional, subregional and country 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, and to address the threats of climate change, to create healthy environments and to prevent disease by addressing environmental risk factors.

ORGANIZATIONAL CONTEXT

The incumbent is a member of the Social and Environmental Determinants for Health Equity Department (DHE) supporting all the technical cooperation activities included in the entity's Biennial Work Plan (BWP). As part of DHE, the incumbent builds and leads a dynamic network of experts across PAHO and with outside partners, including ministries of health, regional and local leaders, mayors, and representatives of the community, to promote the health and well-being of people in the Region of the Americas. Empowering collaborative relationships between PAHO's regional HQ and country offices, the incumbent supports peer communities that pursue creative engagement within and outside PAHO, stimulating innovation on strategy formulation in the area of health promotion and intersectoral work, while ensuring alignment with overall Organization goals. Through provision of strategic vision, renowned expertise, galvanizing focus and optimizing performance of PAHO's delivery capacity, the Advisor positions the Organization to successfully influence national and international efforts in renewing and strengthening Health Promotion, within the context of Primary Health Care, Universal Health and the Sustainable Development Goals (SDGs).

SUMMARY OF RESPONSIBILITIES

Under the general supervision of the Director, Social and Environmental Determinants for Health Equity (DHE) and the direct supervision of the Unit Chief, Health Promotion and Social Determinants (DHE/HP) the incumbent is responsible for, but not necessarily limited to, the following assigned duties:

- a) Provide technical, strategic and programmatic advice and direct technical cooperation for the implementation of the PAHO Strategy and Plan of Action on Health Promotion in the context of the Sustainable Development Goals 2019-2030, and monitor progress on a regular basis;
- b) Support the implementation of the Urban Health and healthy cities, municipalities and communities agenda in the Americas;
- c) Advocate for and support Member States in the design, implementation and evaluation of healthy public policies and initiatives, strengthening social participation and inter-sectoral action at national and local levels;
- d) Advocate and provide advice for the inclusion of health promotion as an integral component in the implementation of the Universal Health Strategy;
- e) Plan, organize, coordinate and evaluate the creation of a broad movement on the renewal of health promotion in the Americas;
- f) Provide guidance and technical cooperation to advance community health in the region;

- g) Strengthen institutional and human resource capacities in planning and participatory evaluation of Health Promotion to promote health and quality of life with various partners and stakeholders within Member States; encourage collaboration to advocate for public policies and capacity building of personnel in areas related to Health Promotion;
- h) Provide advice, follow up and support activities related to the Sustainable Development Goals (SDGs);
- i) Support Member States in strengthening community participation and civil society engagement in decisions that improve well-being, ensuring opportunities, structures and mechanisms or democratic decisions and civil society participation;
- j) Support and advise Member States, in coordination with relevant internal and external partners, on the development and strengthening of information and surveillance systems with evidence-based indicators of risk and protective factors that contribute to promoting health and improving quality of life in cities, municipalities and communities, and in settings such as schools, universities, markets, housing, workplaces and other settings; facilitate implementation and monitoring of health determinants including settings and SDG strategies at national and local levels;
- k) Promote research and develop innovative approaches to Health Promotion, in partnership with WHO Collaborating Centers of Health Promotion, within academic and research institutions encouraging collaboration among Member States;
- l) Coordinate the collection and dissemination of evidence-based technical and scientific information; prepare, write and disseminate technical reports, position papers, literature reviews and technical documents;
- m) Advocate for and support Member States in the establishment of innovative health education and social media communication strategies that increase people's knowledge of risk factors, reinforce health seeking behaviors, increase personal and social responsibility for health, and enhance personal and collective capacity to advocate for their own health, the health of their families, and the health of the community;
- n) Identify and disseminate knowledge and experiences as well as lessons learned using Health Promotion strategies; encourage greater exchange and collaboration among countries on health promotion issues;
- o) Promote inter-programmatic work at the different levels of the Organization in order to achieve the maximum levels of efficiency and effectiveness;
- p) Represent the Organization in technical meetings, seminars, congresses and academic events in the area of health promotion;
- q) Collaborate in the preparation of the Biennial Work Plan (BWP) and other corporate planning processes and the execution of international cooperation, including the analysis of political, technical and socioeconomic realities;
- r) Prepare and negotiate project proposals in collaboration with other team members of FPL/PS for the mobilization of resources to support the Health Promotion initiative, networks and capacity building with Member States; mobilize international and national resources for extra budgetary funds, in support of national and regional programs;
- s) 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;
- t) 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

- Excellent knowledge and skills on the theory and practice of health promotion, with a deep understanding of the history of health promotion in the Region of the Americas and the current and future trends and opportunities for strategically advancing in this field.
- Excellent knowledge and skills in public health and health promotion theory and practice, modern theories, methods and practices of social organization, community participation, civil society engagement, negotiation, public policy, health behavior, education and social communication.
- Excellent knowledge and understanding of health and development issues, including social determinants of health and equity, particularly as they apply to the Region of the Americas.
- Technical expertise in the area health promotion, (local) participatory planning and evaluation methodologies, especially on the development and implementation of health promotion approaches, policies and strategies; and on intersectoral collaboration, working with multiple sectors, and government, community and academic institutions.
- Managerial, leadership and advocacy skills for the development, implementation and analysis of technical cooperation programs and activities, including budget programming and control.
- Project management skills.
- Knowledge and skills in the formulation of technical cooperation interventions and in the development of criteria for evaluating program interventions, as well as complex social and behavioral surveillance and information systems.
- Research expertise in applying quantitative and qualitative methodologies to document situations, outcomes and lessons learned.
- Ability to analyze determinants of health and the capability to develop and plan innovative and appropriate solutions for innovation.
- 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 a health, social or behavioral science and a master's degree in public health, international health, health promotion, community health and/or development and health policy, or any field related to the functions of the post, from an accredited institution.

EXPERIENCE

Essential: Nine years of combined national and international technical and managerial experience in developing and implementing health promotion strategies and policies at national, sub-national and local level,

Desirable: Experience working in different cultural contexts and/or experience working with an international health agency would be an asset.

LANGUAGES

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