



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

POST DESCRIPTION

**Job Identification: CCOG 1.H.02.c
Job Profile: J0178**

**Duration of Post: Limited
 Indefinite**

<i>Title</i>	<i>Category</i>	<i>Position Number</i>	<i>Grade</i>	<i>Duty Station</i>
Unit Chief, Access to Medicines and Health Technologies	PRFP	2006	P05	Washington, D.C.

OBJECTIVE OF THE OFFICE/DEPARTMENT

The Innovation, Access to Medicines and Health Technologies Department (IMT) is responsible for promoting, coordinating, and implementing the Organization’s technical cooperation in access to and rational use of quality medicines and other health technologies. IMT works across all categories of medicines and health technologies, including medicines, vaccines, diagnostics, medical equipment, blood products, and organs for transplantation. IMT supports countries in addressing barriers to access, addressing challenges across the medical product full life cycle, strengthening regulatory capacity and supporting evidence-based decision making and rational use through health technology assessment. IMT consolidates action in the development of pharmaceutical and other health technology related services and leads efforts in innovation through the regional platform to advance the manufacturing of vaccines and other health technologies, increasing regional capacity in the research and development of priority health products, and supporting the generation of ecosystems to enable development, production and access to medicines and other health technologies.

ORGANIZATIONAL CONTEXT

The incumbent leads and manages the Access to Medicines and Health Technologies (AH) Unit within the Department of Innovation, Access to Medicines and Health Technologies (IMT), working in close collaboration with Regional and Country Offices and external partners. Responsibilities include providing technical, policy, and programmatic guidance to advance sustainable and equitable access to medicines and other health technologies across the region. The role involves supporting Member States and senior officials in implementing policy resolutions, fostering multi-sectoral dialogue, and promoting the integration of actions across various functional areas, including health technology assessment, pharmaceutical policies, and rational use throughout the product life cycle, to ensure improved public health outcomes and universal access to essential medicines and other health technologies. The incumbent will define objectives, strategies, and budgets for the unit, ensuring alignment with the Organization’s mission and strategic priorities, and will monitor progress, adjusting as needed. Additionally, the position requires resource mobilization, coordination of emergency response actions, and preparation of project proposals, all while serving as a liaison within the Organization and with international partners. Operational and logistical decisions will be made in coordination with the IMT Director and Assistant Director (AD), ensuring efficient achievement of organizational goals within established timeframes.

SUMMARY OF RESPONSIBILITIES

Under the general supervision of the Assistant Director (AD), and the direct supervision of the Director, Innovation, Access to Medicines and Health Technologies (IMT), the incumbent is responsible for, but not necessarily limited to, the following assigned duties:

- a) Lead and provide technical, policy, and strategic direction for the planning, implementation, and evaluation of the regional program of work. Define the Unit’s objectives, strategies, and budgets to ensure alignment

with the PAHO Strategic Plan and the IMT Department's mission. Formulate policies and reporting results to Governing Bodies through executive presentations and progress reports.

- b) Coordinate the delivery of technical cooperation at the regional and country levels and provide authoritative advice on accessing policies related to medicines and other health technologies, encompassing the entire product life cycle, with a focus on assessment, incorporation, management, rational use and monitoring of health technologies within health systems. Generate data analysis to develop integrated strategies that promote equitable access to health technologies within the framework of Universal Health.
- c) Foster strategic relationships and lead resource mobilization with key partners, including multilateral and bilateral donors, NGOs, and specialized agencies. Develop project profiles and proposals to secure funding for the program of work and coordinate the mobilization of national and international contributions. Mobilize and strengthen regional, subregional and national networks, such as RedETSA, and collaborating centers, to maximize programmatic efficiency and regional integration.
- d) Oversee the administration of the Unit's financial, logistical, and human resources. Guide the preparation of the Biennial Work Plan (BWP) and Human Resources Plan, justify budget proposals, and implement systems to monitor performance using a results-based management approach. Ensure that resource utilization is optimized across program activities to maintain operational continuity.
- e) Coordinate and collaborate with national and international partners. Maintain linkages with external institutions to ensure interagency coherence and maximizing programmatic integration across the Organization and WHO. Ensure appropriate utilization of resources through effective coordination with other projects within and outside the IMT Department.
- f) Provide leadership and guidance to supervised staff, establish clear work objectives, conduct performance reviews, and provide regular feedback. Create a learning environment for technical and managerial development and resolve any technical or interpersonal conflicts. Promote a culture of integrity and compliance in accordance with the Organization's Code of Ethical Principles and Conduct.
- g) Collaborate in the Organization's response to emergency situations by providing technical expertise and coordinating the Unit's actions. Identify and maintain liaison across the Organization and with WHO to ensure a timely and facilitated response to health crises as required.
- h) 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: Advocates for collaboration across the Organization - Creates and encourages a climate of team-working and collaboration across the Organization; sees cooperation as a key Organizational priority and creates collaborative systems and processes to achieve Organizational goals. Actively identifies and tackles disagreements between internal and external counterparts that compromise the Organization's goals and mandate; diplomatically facilitates the resolution of conflicts between others and ensures strategic partnerships with a range of key stakeholders; maintains and extends an effective collaborative network of individuals inside and outside the Organization.

Communication: Share knowledge - Articulates the Organization's strategic objectives when formulating and delivering information and presentations and adapts presentation methodology to address the needs of different audiences. Shares decisions and directives of senior management and communicates them in a manner that ensures both understanding and acceptance; shares knowledge and best practice at the three Organizational levels (country, regional and global), as necessary.

Creating an empowering and motivating environment: Provide direction/Support, motivate and empower others - Oversees and provides teams and departments with clear managerial directions which are translated from Organizational strategy. Builds a performance culture in the Organization; contributes to setting Organizational performance goals and standards; monitors Organizational performance against milestones and strategic goals; identifies and nurtures talent as appropriate. Promotes autonomy and empowerment throughout the Organization; inspires enthusiasm and a positive attitude in people towards their work and contribution to the Organization's success.

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.

Driving the Organization to a successful future: Constructive leadership style/ Set the vision and build commitment

- Leads and develops a road map for successfully achieving real progress in the Organization's mandate, including consultation with key stakeholders; demonstrates respectful, trustworthy, transparent and accountable behavior in order to develop a reliable and coherent identity for the Organization. Creates a coherent Organizational vision of shared and successful goals; fosters a culture of vision and long- term goals, recognizing and rewarding efforts to maximize the Organization's value.

TECHNICAL EXPERTISE

Technical: Extensive progressive expertise at a senior level in managing complex health programs/health systems in policy development, regulation and/or management of medicines and other health technologies at both national and international levels. Ability to provide authoritative technical advice and leadership in areas of technical responsibility.

Managerial: Extensive expertise in senior, progressively responsible positions in the management of a large public or private administration of administrative and technical matters requiring sensitive negotiations and high-level interventions and in organizational development. Demonstrated ability to provide professional leadership to strategic, organizational, managerial and analytic work in health; resourcefulness, initiative, highly developed judgment and interpersonal skills to deal with difficult situations and sensitive issues; establish and maintain effective working relations with people of different professional levels, discipline, nationalities, and cultural background.

Administrative: Skills in resource mobilization (including fundraising and partner collaboration) and financial management for the delivery of expected results.

EDUCATION

Essential: A bachelor's degree in a health-related profession, health economics, health technology science, or other field related to the position **and** a master's degree in public health, public policies, public administration, health technology science, or other field related to the functions of the post, from a recognized institution.

EXPERIENCE

Essential: Thirteen years of combined national and international experience in program development and implementation, management, planning and evaluation in areas related to policy development for medicines or other health technologies. Experience should also include resource mobilization and implementation of international development projects, preferably in an international organization.

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, 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.