



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

POST DESCRIPTION

**Job Identification: CCOG 1.A.02.f
Job Profile: J1929**

**Duration of Post: Limited
 Indefinite**

<i>Title</i>	<i>Category</i>	<i>Position Number</i>	<i>Grade</i>	<i>Duty Station</i>
Chief, Special Program, Innovation and Regional Production Platform	PRFP	P14462	P5	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 is responsible for coordinating and managing the Special Program on Innovation and the Regional Production Platform (RP) within the Department of Innovation, Access to Medicines and Health Technologies (IMT), working in collaboration with regional and Country Offices of the Organization and other partners. The job requires the incumbent to plan, coordinate and ensure the achievement of diverse and complex objectives through overall leadership of a team of professional and administrative staff, manage a significant proportion of the Organization's financial resources and plan and implement policies, strategies, and innovations. Work requires interpretation of resolutions of Governing Bodies and the review and approval of departures from previously accepted work plans and activities. The incumbent acts as liaison across the Organization, as well as with other national and international organizations in technical, political, and managerial matters in technical areas of responsibilities assigned. The incumbent interprets the political, financial and economic impact of major administrative decisions and defines and proposes levels and allocations of resources required to meet the Organization's responsibilities in the area of work under delegation. She/he provides overall operational and logistical decisions to coordinate the work required at all levels of the Organization within specific timeframes in close consultation and coordination with the IMT Director and Assistant Director (AD).

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 programmatic direction for the Special Program on Innovation and Regional Production Platform. Define objectives, strategies, and budgets that align with the Organization’s

- mission and the IMT Department's priorities. Formulate, implement and monitor regional plans, and report on program status and results to Governing Bodies and to other relevant institutional instances.
- b) Provide programmatic and policy advice to Member States and senior officials regarding the strengthening of regional capacities for the development and manufacturing of quality-assured health technologies. Lead technical cooperation to foster technology transfer, research and development, and the implementation of multisectoral policies. Strengthen production ecosystems and enabling functions along the value chain to improve equitable access.
 - c) Foster strategic relationships and lead resource mobilization efforts 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. Negotiate with diverse stakeholders to ensure the coherence and integration of technical cooperation initiatives.
 - d) Oversee the administration of the Special Program'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 from both the private and public sectors, including industry, academia, and professional organizations. Maintain linkages with external institutions to ensure interagency coherence and maximize programmatic integration across the Organization and WHO. Utilize 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, provide specialized technical expertise in innovation and production. Coordinate the Unit's actions to facilitate a timely and effective response to regional health crises.
 - h) Promote inter-programmatic collaboration and serve as a liaison with other PAHO entities to leverage capabilities and catalyze the organization's impact in fostering innovation and production capacities for health technologies in the region.
 - i) 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 promoting individual and cultural differences: Relates well to diversity in others and capitalizes on such diversity - Treats all people with dignity and respect. Relates well to people with different cultures, gender, orientations, backgrounds and/or positions; examines own behavior to avoid stereotypical responses; considers issues from the perspective of others and values their diversity.

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 expertise at a senior decision-making level in public policy in areas of innovation, access and production capacities of medicines, including considerable familiarity with other fields relevant to the Department's responsibilities, in particular in managing complex health programs/health systems at both national and international levels. Wide and varied knowledge of public health problems and health management processes, including monitoring and performance assessment in the health or social sector, and disciplines related to strategic planning.

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 negotiation, and high-level intervention. 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 areas. Must further possess a recognized capacity to lead, strategize, and supervise by persuasion and through consensus building. Courtesy, tact, sensitivity to manage confidential information, and ability to 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 university degree in a public health-related profession, economics or a health technology science, and a master's degree in public health, health economics, pharmaceutical manufacturing, or in any other discipline related to the functions of the post, from a recognized institution.

Desirable: Training in public administration /management or health technologies manufacturing would be an asset.

EXPERIENCE

Essential: At least thirteen years of combined national and international experience in technical cooperation, program development, management, planning and evaluation in the fields of innovation, research and development, manufacturing practices, production ecosystems, and policy development for medicines and other health technologies, including vaccines. Must possess at least ten years' experience gained specifically in Latin American and Caribbean (LAC) countries. This experience should also include resource mobilization and the 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.