



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

POST DESCRIPTION

**Job Identification: CCOG 1.1.03.n
Job Profile: J2030**

**Duration of Post: Limited
 Indefinite**

<i>Title</i>	<i>Category</i>	<i>Position Number</i>	<i>Grade</i>	<i>Duty Station</i>
Chief, Life Course, Women’s and Children’s Health	PRFP	5753	P.5	Washington D.C.

OBJECTIVE OF THE OFFICE/DEPARTMENT

The Department of Health Systems and Services (HSS) aims to strengthen resilient, equitable health systems grounded in Primary Health Care (PHC) as the foundation for achieving universal health. Its work focuses on six core areas: (i) strengthening health systems governance to support social protection in health; (ii) developing and sustaining a competent, responsive health workforce; (iii) enhancing regulatory frameworks and financial protection mechanisms to advance the progressive realization of the right to health; (iv) transforming service delivery toward integrated, people-centered models of care; (v) promoting access to and rational use of safe, effective, and quality health technologies; and (vi) strengthening national health research systems and fostering the translation of scientific evidence into policy, practice, and technical cooperation.

ORGANIZATIONAL CONTEXT

The incumbent serves as Chief for the Life Course, Women’s and Children’s Health Unit, providing strategic, technical, and managerial leadership to position the life course approach as a core pillar of primary health care (PHC)–based health systems transformation in the Americas. This includes translating the life course approach into policy and strategic and operational guidance, and supporting countries to deliver continuous, integrated, high-quality, people-centered care from pregnancy through older age. Through this framework, the incumbent leads the design and implementation of technical cooperation with Member States, ensuring alignment with PAHO/WHO strategic priorities, Country Cooperation Strategies, and relevant global and regional health agendas. The incumbent oversees and coordinates key programmatic areas—maternal, neonatal, child, and adolescent health, as well as healthy ageing—within the PHC approach. The Chief contributes to a cohesive, multidisciplinary team delivering on the Biennial Work Plan (BWP) and advancing regional health priorities. The incumbent also cultivates and sustains strategic partnerships with governments, United Nations agencies, development banks, academia, collaborating centers, NGOs, and other stakeholders to mobilize resources, align efforts, and strengthen the impact of technical cooperation across the Region.

SUMMARY OF RESPONSIBILITIES

Under the direct supervision of the Director, Health Systems and Services (HSS), and the general supervision of the Assistant Director (AD), the incumbent is responsible for, but not necessarily limited to, the following assigned duties:

Strategic Leadership and Policy Development

- a) Provide leadership and technical direction for the development of policies, strategies, and plans that integrate the life course approach within Primary Health Care, with a particular focus on maternal, child, adolescent, youth, adult, healthy aging, and long-term care agendas;

Technical Cooperation to Member States

- b) Lead and coordinate support to translate regional mandates into national policies and plans that advance integrated, people-centered care across the life course, address equity gaps, and reflect demographic, epidemiological, and sociocultural contexts using gender-responsive, rights-based, and culturally appropriate approaches.

Norms, Standards and Service Delivery Models

- c) Guide the development and implementation of norms, standards, guidelines, and operational tools to strengthen integrated PHC-based service delivery across the life course, including digital health and other relevant innovations.

Health Information Systems and Data Use

- d) Provide strategic and technical advice to strengthen national health information systems, promoting the use of timely, high-quality, disaggregated data across all stages of the life course to inform policy development, monitor outcomes and inequalities, and support evidence-based decision-making for policy, monitoring, and decision-making.

Capacity Building and Workforce Development

- e) Advise on and support national capacity-building in policy development, health workforce strengthening, and service delivery to enable the design and implementation of integrated, PHC-based service delivery models across the life course, promoting intersectoral action, the development and use of innovative information, education, and communication technologies to strengthen knowledge, skills, and interprofessional practice.

Networks and Knowledge Exchange

- f) Guide the development of regional and national networks that enable coordinated action, knowledge sharing and exchange of experiences in promoting health throughout the life course.

Programmatic Leadership

- g) Provide technical leadership for priority areas—maternal, newborn, child, adolescent and youth health, sexual and reproductive health, and healthy ageing—ensuring alignment with PHC and the life course approach.

Partnership and Coordination

- h) Coordinate initiatives, partnerships, and resources, and build strategic alliances across PAHO/WHO, the UN system, development banks, academia, and other stakeholders to maximize impact, alignment, and efficiency.

Resource Mobilization

- i) Lead resource mobilization, including the preparation of project proposals, promoting national and international partnerships to support country implementation;

Management and Oversight

- j) Provide authoritative technical, managerial, and policy guidance to Unit staff, and contribute to strengthening technical capacity at regional, subregional, and country levels;
- k) Define and oversee the Unit's strategic direction, including the development of objectives, workplans, and budgets, ensuring alignment with organizational priorities and results-based management frameworks;
- l) Formulate and recommend policies, strategies, and budgets in line with Governing Bodies' mandates; report on progress and results through executive briefings and formal reporting mechanisms;
- m) Manage the Unit's financial, human, and operational resources, ensuring efficient allocation, accountability, and compliance with organizational policies and results-based management principles;
- n) Provide leadership and supervision of staff, fostering a high-performing, inclusive, and learning-oriented work environment, including performance management, professional development, and conflict resolution;
- o) Promote a culture of ethics, integrity, respect, and accountability in line with the Organization's standards of conduct;
- p) 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. Share decisions and directives of senior management and communicate 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 programs in the area of international public health, family health programs, and health systems and services with focus on primary health care, determinants of health, and life course approach. 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 negotiation and high-level intervention and 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, 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 university degree in health-related profession and a master's degree in epidemiology, public health, child, adolescent health, social or behavioral sciences, or in any other field related to the functions of the post from a recognized institution.

Desirable: PhD, DPH, or equivalent in public health, epidemiology, family medicine, primary health care, community health, maternal and child health, healthy aging, or a related field would be an asset.

EXPERIENCE

Essential: At least thirteen years of progressively responsible professional experience at national and international levels in the management of health and/or intersectoral programs and projects related to child health, adolescent health, healthy aging, and family and community health, promoting human development through a life-course approach and quality of care. Of these, a minimum of five years should include demonstrated experience in policy development, as well as proven ability to negotiate, coordinate, and build partnerships with government sectors, the private sector, international agencies, and organized community groups. Proven experience in leading multidisciplinary teams and managing complex programs is required.

Desirable: Experience working in or with countries of Latin America and the Caribbean, with a strong understanding of their health systems and equity challenges. Demonstrated experience in Primary Health Care -based service delivery models, integrated and people-centered care, and intersectoral action. Experience in strengthening health systems, including health information systems, digital health, and workforce development. Familiarity with gender-responsive, intercultural, and rights-based approaches. Experience in resource mobilization, project management, and collaboration with multilateral organizations is an asset.

LANGUAGES

Fluency in English or Spanish with a 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.