

# Advertisement

Junior Professional Officer

Technical Officer



**World Health  
Organization**

World Health Organization

Closing date: 13<sup>th</sup> March 2019

## I General information

<b>Title:</b>	Technical Officer – Gender, Equity and Human Rights
<b>Sector of Assignment:</b>	Gender, Equity and Human Rights (GER)
<b>Country:</b>	Switzerland
<b>Location (City):</b>	Geneva
<b>Agency:</b>	World Health Organization
<b>Duration of Assignment:</b>	Initially one year with the possibility to extend up to a maximum of 3 years
<b>Grade:</b>	P2 step 1 in the first year, or P1 step 1, depending on the level of education and relevant working experience

**Note:** This post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Netherlands and is addressed exclusively to **NATIONALS OF DEVELOPING COUNTRIES THAT APPEAR ON THE LIST OF THE FOLLOWING COUNTRIES ELIGIBLE FOR THE DUTCH JPO PROGRAMME:**

<http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20countries%20%20November%202018.pdf>

For criteria see the website of Nedworc Foundation:

<http://www.nedworcfoundation.nl/NL/JPO/General%20Information.htm>

**Please read the criteria and FAQ section carefully before considering applying**

## II Duties

### General

Under the supervision of the GER Programme Officer, in coordination with the GER Team Leader, the Junior Professional Officer (JPO) will provide technical contributions to the application of the GER Country Support Package and the equity-gender-rights criteria in WHO programmes at Headquarters (HQ) and country level.

### **Responsibility 1: Provide technical contributions and coordination support to mainstreaming gender, equity and human rights across WHO programmes**

Summary of duties:

- Provide technical support to piloting the criteria scorecard in WHO programmes in HQ and Country level
- Collect data and information from the criteria scorecard and feed the baseline and database to extract findings that support the design of capacity building process for WHO programmes in the three levels of the Organization
- Provide technical support to the coordination of the HQ Cluster Network of GER Focal Points and the Regional Office Network of GER Focal Points

- Provide technical support to the application of the GER Country Support Package (e.g. barriers assessment; health sectoral planning; health programme reviews; country input to UN Universal Period Reviews) in countries identified in coordination with the Regional Offices
- Develop technical content for the GER Country Support Package, including for piloting of tools and approaches and assisting with WHO publications

**Responsibility 2: Provide technical contributions and coordination support to the development of a four-year roadmap and strategy for the GER Global Network 2020-2023 in alignment with the 13th General Programme of Work (GPW) and the “leave no one behind” approach in the Sustainable Development Goals**

Summary of duties

- Prepare technical documents on application of mainstreaming approaches at regional and country level to inform the four-year strategy and the subsequent implementation plan
- Prepare technical consultations with GER Focal Points at HQ, RO (Regional Offices) and CO (Country Offices) level in the process leading to the four-year strategy
- Support development of communications materials on the work of mainstreaming equity-gender-rights in WHO to be presented in internal and external technical and policy meetings

### **III Training component: Learning elements and expectations**

Upon completion of the assignment the JPO will have/ will be able to:

- Develop coordination proficiency through liaising between WHO Country Offices, Regional Offices and focal points in HQ and enhance understanding of “One WHO” entailing the three levels of the Organization, its mission and operations, as well as of the wider UN Common System
- Develop GER mainstreaming proficiency by performing activities with priority Programme Areas in Headquarters, RO and CO to support application of the GER criteria and its links to the UNSWAP
- Develop competencies in WHO’s integrated approach aiming to ensure that interactions of multiple drivers of discrimination, vulnerability and inequalities (e.g. age, disability, ethnicity, migration status) –often termed intersectionality – are understood and effectively addressed
- Enhanced understanding of the components of the GER Country Support Package for Leaving No One Behind in the SDGs
- Measurement and evaluation skills development, including documentation, mapping skills, monitoring and developing workplans and logical frames

The JPO training programme includes the following learning elements:

- Guidance and on-the-job coaching through learning by doing
- Formal training through in-house and external training workshops and courses
- Hands-on experience
- The JPO position includes a Duty travel and training allowance (DTTA) of \$ 4.000 per year which may be used for learning activities related to the assignment and career development.

### **IV Supervision**

**Title of supervisor:** Programme Officer, Gender, Equity and Human Rights Team

#### **Content and methodology of supervision**

The work objectives and the expected outcome are discussed and agreed upon by the JPO and supervisor within the first four weeks of assignment. They are evaluated every six months by the supervisor against WHO's Performance Management and Development System (ePMDS+). In addition, there will be regular meetings with the supervisor throughout the assignment. In the regular meetings progress is evaluated, challenges are discussed, and plans are finalized together.

In addition, team meetings will be held and will take place on different aspects of the work. Learning activities and developmental opportunities form part of the ePMDS+.

## V Required Qualifications and Experience

### Education:

Master's degree or equivalent in public health, sociology, anthropology, development, international relations or other relevant area with a focus on gender, equity and/or human rights.

A first-level university degree (Bachelor's degree or equivalent) in combination with qualifying experience (at least 3 years of relevant working experience) may be accepted in lieu of an advanced university degree

Desirable: Post-graduate training in public health, sociology, or development with a focus on mainstreaming gender, equity and/or human rights in health organizations.

Part of the candidates' academic training must have taken place in a developing country that appears on the following list of eligible countries of the Dutch JPO Programme.

<http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20countries%20%20November%202018.pdf>

### Working experience :

Two to a maximum of four years relevant working experience, including one or more of the following: writing/documentation, measurement and evaluation, facilitating workshops and coordinating meetings.

Desirable: Experience in liaising with multiple stakeholders and implementing projects in regional settings. International work experience.

All paid work experience since obtaining Bachelors degree will be considered.

Relevant internships and voluntary work will be favourably considered.

### Languages :

Fluency in English

Desirable: Working knowledge of a second UN language

### Key competencies

- Teamwork
- Communication
- Respecting and promoting individual and cultural differences
- Knowing and Managing Yourself
- Producing Results

## VI Background information on Agency/Department/Section

The mainstreaming of human rights, along with equity and gender, in the work of WHO offers WHO Programmes at all levels of the Organization:

- A coherent and powerful assembly of these core values and approaches of the Organization, and alignment of WHO's work with other UN Organizations, Funds, Programmes and bodies (e.g. OHCHR, UNHRC, UNDP, UN Women), building on their experience;
- The incorporation of core human rights principles and standards in WHO policies, programmes, measurement of impact and research
- The promotion of an approach to health equity and gender inequalities that addresses multiple and intersecting inequalities within a human rights framework,

- The creation and enhancement of a corporate attitude, behaviour and practice that is unifying, across fields of expertise and organizational levels, and speaking with one voice to the outside world;
- A comprehensive and combined set of principles, standards, methods and tools conducive to increased literacy of WHO staff on these values and skills to incorporate them in strategic planning.
- The Gender, Equity and Human Rights (GER) team catalyses, supports and coordinates the institutional mainstreaming of human rights, along with equity and gender at all levels of WHO.

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### **VIII How to apply**

Please apply via this link:

[https://jobs.partneragencies.net/erecruitjobs.html?JobOpeningId=21253&hrs\\_jo\\_pst\\_seq=1&hrs\\_site\\_id=2](https://jobs.partneragencies.net/erecruitjobs.html?JobOpeningId=21253&hrs_jo_pst_seq=1&hrs_site_id=2)

Applicants will receive acknowledgement of receipt of their submission  
Only shortlisted candidates will be contacted.