

## TERMS OF REFERENCE

### Junior Professional Officers (JPO)

#### I. General Information:

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Title:  
Health and Human Rights Officer

Sector of Assignment:  
Health and Human Rights (HHR)

Duty Station  
WHO Regional Office for the Eastern Mediterranean (WHO/EMRO)

Location :  
Cairo, Egypt

Agency:  
World Health Organization

Duration of assignment:  
initially one year with possibility to extend up to 3 years

Grade:  
P1 step 1 or P2 step 1 in the first year, depending on level of education and 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 **candidates from developing countries** - see criteria at the website of the Dutch Ministry of Foreign Affairs:

[http://www.minbuza.nl/en/Key\\_Topics/Development\\_Cooperation/Associate\\_Experts\\_Programme](http://www.minbuza.nl/en/Key_Topics/Development_Cooperation/Associate_Experts_Programme)

#### II. Supervision:

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Title of Supervisor:  
Regional Focal Point Health and Human Rights

Content and methodology of supervision:

The progress towards achieving the objectives (refer to section on learning below) will be evaluated annually by the JPO together with the first and second level supervisors of the JPO assignment.

The expected outcome is discussed and agreed up by the JPO and supervisor and is evaluated against these every six months by the first and second level supervisors. There will be weekly meetings with the first level supervisor throughout the assignment. Team meetings will be held regularly and follow up meetings will take place on different aspects of the work. In the weekly meeting progress is evaluated, challenges are discussed and plans are finalised together.

The progress towards achieving the objectives will be evaluated annually by the JPO together with the first and second level supervisors. Achievement will be evaluated against WHO's Performance Management and Development System (PMDS).

### **III. Duties, Responsibilities and Output Expectations:**

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Under the direction of the Regional Focal Point for Health and Human Rights, the incumbent will catalyse and facilitate various health and human rights activities. The incumbent will provide technical guidance and support advocacy and capacity building in the region.

1. Liaise with country offices to support the integration of health and human rights in WHO work plans and country cooperation strategies, and in national health sector strategies ;
2. Develop tools and advocacy material for the integration of health and human rights at national level;
3. Establish a web page and database on health and human rights;
4. Document regional experiences and best practices in the area of health and human rights;
5. Support health and human rights capacity building initiatives, including trainings and inter-country meetings;
6. Identify partners, build networks and support fund-raising initiatives at regional and country levels.

### **IV. Qualifications and Experience:**

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#### Education:

Advanced university degree in international law, human rights, political science, international relations or related field.

Desirable: Additional degree in public health.

#### Work Experience:

Minimum: Preferably two years' work experience in human rights, including some international experience.

Desirable: Experience in health and human rights

#### Key Competencies of the assignment:

Minimum:

- Broad and systematic knowledge of human rights
- Knowledge of regional context for health and human rights
- Knowledge of the right to health and health related human rights

WHO competencies required for the assignment:

- Communicating in a credible and effective way
- Producing results
- Fostering integration and teamwork
- Respecting and promoting individual and cultural difference.

Desirable:

- Knowledge of the UN human rights system
- Broad knowledge of development issues

### **V. Learning Expectations:**

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Upon completion of the assignment, the JPO will have the skills to effectively and independently promote the right to health and health related human rights, and systematically integrate a human

rights-based approach to health development. The JPO will also have an in-depth understanding of the work and structure of WHO and the UN human rights system. Finally, the JPO will develop networking and communication skills, including drafting of reports and making presentations.

## **VI. Background Information:**

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Objective of the WHO Programme/Department:

- Advance the right to health in international law and international development processes through advocacy and collaboration with UN mechanisms and procedures.
- Strengthen WHO's capacity to adopt a human rights-based approach in its work through policy development, research and training.
- Support governments in adopting a human rights-based approach in health development through development of tools, training and projects.

## **VII. Information About Living Conditions at the Duty Station:**

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The Arab Republic of Egypt is located in the north-eastern corner of Africa and south-western Asia.

Egypt is divided into 29 governorates. The geographical regions as set in the urban plan.

Throughout Egypt, days are commonly warm or hot, and nights are cool. Egypt has only two seasons: a mild winter from November to April and a hot summer from May to October. The differences between the seasons are variations in daytime temperatures and changes in prevailing winds.

Currency is Egy £. The exchange rate is as of the last update 1USD = 5.8 E£

Egypt is peaceful in general. People are friendly and cooperative. The security situation in the country now is stable. However, the towns of Minia, Sohag, Assiut and Qena face some security hazards. Occasional threats to national civilians have been reported. United Nations international and locally recruited personnel are instructed to seek clearance from the Designated Official before traveling to these areas.

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### **How to Apply:**

Eligible candidates are requested to submit an online application at the following link:

[http://www.iposc.org/content/programme/current\\_vacancies-en.html](http://www.iposc.org/content/programme/current_vacancies-en.html)

**Please read this page thoroughly to ensure that you fulfil all the nationality and educational requirements listed.**

prolonged  
until 3 May

**The deadline for receipt of applications is 12 midday Copenhagen time, 30 April 2011.**

Applications received after this deadline will not be considered.

In view of the volume of applications, only candidates being invited to an interview will be contacted.