The United Nations Volunteers (UNV) programme is the UN organization that promotes volunteerism to support peace and development worldwide. Volunteerism can transform the pace and nature of development and it benefits both society at large and the individual volunteer. UNV contributes to peace and development by advocating for volunteerism globally, encouraging partners to integrate volunteerism into development programming, and mobilizing volunteers. In most cultures, volunteerism is deeply embedded in long-established, ancient traditions of sharing and support within the communities. In this context, UN Volunteers take part in various forms of volunteerism and play a role in development and peace together with co-workers, host agencies and local communities. In all assignments, UN Volunteers promote volunteerism through their action and conduct. Engaging in volunteer activity can effectively and positively enrich their understanding of local and social realities, as well as create a bridge between themselves and the people in their host community. This will make the time they spend as UN Volunteers even more rewarding and productive.

General Information

<table>
<thead>
<tr>
<th>Country of Assignment</th>
<th>Rwanda</th>
</tr>
</thead>
<tbody>
<tr>
<td>Host Institute</td>
<td>World Health Organization</td>
</tr>
<tr>
<td>Volunteer Category</td>
<td>International Specialist</td>
</tr>
<tr>
<td>Number of Volunteer</td>
<td>1</td>
</tr>
<tr>
<td>Duration</td>
<td>24 months</td>
</tr>
<tr>
<td>Expected Starting Date</td>
<td>01-07-2020</td>
</tr>
<tr>
<td>Duty Station</td>
<td>Kigali [RWA]</td>
</tr>
<tr>
<td>Assignment Place</td>
<td>Family Duty Station</td>
</tr>
</tbody>
</table>

*The assignment extension is dependent on continuation of mandate, availability of funding, operational necessity and satisfactory performance; there is no guarantee of assignment extension.

Living Conditions

The Republic of Rwanda is a landlocked country in the Great Lakes region of east-central Africa, bordered by Uganda, Burundi, the Democratic Republic of the Congo and Tanzania. With almost 11 million people, Rwanda supports the densest population in continental Africa most of whom engages in subsistence agriculture and 39% of the population live below the international poverty line of USD 1.25 a day. Rwanda is a verdant country of fertile and hilly terrain and bears the title "Land of a Thousand Hills".

The country has received considerable international attention due to its 1994 genocide, in which between
800 000 and one million people were killed. In 2008, Rwanda became the first country in history to elect a national legislature in which a majority of members were women. The country now has many international visitors and is regarded as a safer place for tourists.

The principal form of public transport in the country is shared taxi, with express tarmacked routes linking the major cities and local services serving most villages along the main roads of the country. Housing prices differ considerably depending on what sort of living standards you have. You can live with a local person for very cheap, take a room in a share house for anywhere from $250 to $600, or rent an entire house to yourself for a lot more. The nicer the house (and there are plenty of mansions), the higher the rent, obviously. A modern apartment could cost as much as $1,000 or more.

Internet here is pretty not expensive and fairly reliable. Some houses have wifi but most people opt to buy a USB modem and either pay for a monthly data plan or pay per KB used. Rwanda has three main telecommunication companies i.e. MTN, Tigo and Airtel which offer an unlimited monthly plan for Rwf 20,000 per month (less than U$ 25).

Rwanda has almost 40 district public hospitals and 400 health centres serving a population of nearly 11 million people. Kigali has four main public hospitals with up-to-date equipments and qualified personnel, those hospitals are King Faisal Hospital, Kigali Teaching University Hospital, Kibagabaga Hospital and Muhima Maternal Hospital. There are also many private clinics and pharmacies. Many Rwandans are covered by various health insurance schemes including rural peasants or poors who are covered by a famous Medical insurance Scheme locally known as”Mutuelle de Santé”

A combination of tropical location and high altitude ensures that most of Rwanda has a temperate year-round climate. Temperatures rarely stray above 30 degrees Celsius by day or below 15 degrees Celsius at night throughout the year. The exceptions are the chilly upper slopes of the Virunga Mountains, and the hot low-lying Tanzania border area protected in Akagera National Park. Throughout the country, seasonal variations in temperature are relatively insignificant. Most parts of the country receive in excess of 1 000 mm of precipitation annually, with the driest months being July to September and the wettest February to May.

In addition to Kinyarwanda, English and French are the major spoken languages.

Assignment Details

Assignment Title: Human Resources for Health (HRH) Technical Officer

Organizational Context & Project Description:

Contribute to planning, development and management of human resources for health as part of attaining Universal Health Coverage for member states in the country of assignment or region. Support the development and implementation of policies and strategies to improve the numbers, quality and retention of health workers for providing integrated people centered health services. Monitor implementation of
national HRH observatories and effective HRH information systems.

Develop and implement health systems based on primary health care, supporting universal coverage.

**Sustainable Development Goals**

3. Good Health and Well-being

**Task description**

Within the delegated authority and under the supervision of Head of the WHO Country Office or the Director, Technical Cluster in the Regional Office, the UN Volunteer will:

- **Support Member States** in the establishment and further development of best practices in the development of their human resources for health based on evidence-based policies, strategies and plans
- **Encourage and enable** the dissemination of evidence-based research results, tools and best practices on HRH developments and support the development and maintenance databases with reliable and accurate HRH data and information;
- **Implement** and strengthening of HRH policies and strategic plans including the development of national health information systems, workload indicators of staffing needs (WISN) and establishing, and adapting existing guidelines and tools.
- **Play a part in the implementation** of policies and strategies on key HRH issues, and support resource mobilization and advocacy strategies and their implementation.
- **Perform** other related responsibilities as assigned, including replacing and backstopping for others as required.

Furthermore, UN Volunteers are required to:- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day)- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country- Provide annual and end of assignment reports on UN Volunteer actions, results and opportunities using UNV's Volunteer Reporting Application- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.- Assist with the UNV Buddy Programme for newly-arrived UN Volunteers- Promote or advise local groups in the use of online volunteering, or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

**Results/Expected Outputs**

- The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counter-parts, including Implementing Partners (IPs);  
- Age, Gender and Diversity (AGD) perspective is systematically applied, integrated and documented in all activities throughout the assignment 
- A final statement of achievements towards volunteerism for peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed
Qualifications/Requirements

<table>
<thead>
<tr>
<th>Required Degree Level</th>
<th>Bachelor degree or equivalent</th>
</tr>
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</table>

**Education - Additional Comments**

**Required Education:** First level university degree in public health or a related field.

**Required experience** 36 months

**Experience Remark**

**Required Experience:** At least 3 - 5 years of professional work experience at the national and/or international level in human resources planning or management.

**Language**
- English (Mandatory), Level - Fluent

**Area of Expertise**
- Public health Mandatory
- Human resources management and development Mandatory

**Area of Expertise Requirement**

Proven expertise in human resources for health strategies as part of health systems strengthening complemented by knowledge/experience of managing health workers. Health and demographic data collection and analysis, and M&E in the field of human resources for health.

**Need Driving Licence** No

**Competencies & Values**
- Accountability
- Adaptability and Flexibility
- Building Trust
- Client Orientation
- Commitment and Motivation
- Commitment to Continuous Learning
- Communication
- Creativity
- Empowering Others
- Ethics and Values
- Integrity
- Knowledge Sharing
- Planning and Organizing
- Professionalism
- Respect for Diversity
Conditions of Service and other information

Condition of Service

Click here to view Conditions of Service

Conditions of Service for International Specialist:

The contract lasts for the period indicated above with possibility of extensions subject to availability of funding, operational necessity and satisfactory performance. However, there is no expectation of renewal of the assignment.

A UN Volunteer receives a Volunteer Living Allowance (VLA) which is composed of the Monthly Living Allowance (MLA) and a Family Allowance (FA) for those with dependents (maximum three).

The Volunteer Living Allowance (VLA) is paid at the end of each month to cover housing, utilities, transportation, communications and other basic needs. The VLA can be computed by applying the Post-Adjustment Multiplier (PAM) to the VLA base rate of US$ 1,651. The VLA base rate is a global rate across the world, while the PAM is duty station/country-specific and fluctuates on a monthly basis according to the cost of living. This method ensures that international UN Volunteers have comparable purchasing power at all duty stations irrespective of varying costs of living. The PAM is established by the International Civil Service Commission (ICSC) and is published at the beginning of every month on the ICSC website http://icsc.un.org.

For UN Volunteer entitlements, kindly refer to the link https://vmam.unv.org/calculator/entitlements

In non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, international UN Volunteers receive a Well-Being Differential (WBD) on a monthly basis.

Furthermore, UN Volunteers are provided a settling-in-grant (SIG) at the start of the assignment (if the volunteer did not reside in the duty station for at least 6 months prior to taking up the assignment) and in the event of a permanent reassignment to another duty station.

UNV provides life, health, permanent disability insurances as well as assignment travel, annual leave, full
UN Volunteers are paid Daily Subsistence Allowance at the UN rate for official travels, flight tickets for periodic home visit and for the final repatriation travel (if applicable). Resettlement allowance is paid for satisfactory service at the end of the assignment.

UNV will provide, together with the offer of assignment, a copy of the Conditions of Service, including Code of conduct, to the successful candidate.

**Supervision, induction and duty of care of UN Volunteers**

UN Volunteers should be provided equal duty of care as extended to all host entity personnel. Host entity support to the UN Volunteer includes, but is not limited to:

- Introductory briefings about the organisation and office-related context including security, emergency procedures, good cultural practice and orientation to the local environment;
- Support with arrival administration including setting-up of bank accounts, residence permit applications and completion of other official processes as required by the host government or host entity;
- Structured guidance, mentoring and coaching by a supervisor including a clear workplan and performance appraisal;
- Access to office space, equipment, IT support and any other systems and tools required to complete the objectives of the assignment including a host entity email address;
- Access to shared host entity corporate knowledge, training and learning;
- Inclusion of the volunteer in emergency procedures such as evacuations;
- Leave management;
- DSA for official travel, when applicable;
- All changes in the Description of Assignment occurring between recruitment and arrival or during the assignment need to be formalized with the United Nations Volunteer Programme.
* Not yet registered in the UNV Talent Pool?

First register your profile at [https://vmam.unv.org/candidate/signup](https://vmam.unv.org/candidate/signup).

Important: After creating your account, complete all sections of your profile and submit it. Then go to ‘My Page’ at [https://vmam.unv.org/candidate/mypage](https://vmam.unv.org/candidate/mypage) and click on the ‘Special Calls’ hyperlink. Lastly, select the special call to which you would like to apply.

* Already registered in the UNV Talent Pool?

First update your profile at [https://vmam.unv.org/candidate/profile](https://vmam.unv.org/candidate/profile).

Then go to ‘My Page’ at [https://vmam.unv.org/candidate/mypage](https://vmam.unv.org/candidate/mypage) and click on the ‘Special Calls’ hyperlink to select the special call to which you would like to apply.

This assignment is in the framework of the Africa Women Health Champions to improve health and gender equality initiative. African female candidates are strongly encouraged to apply.

Application deadline: 26 March 2020

doa.apply_url https://vmam.unv.org/candidate/show-doa/UldBUjAwMDU1Nw==

Disclaimer
United Nations Volunteers is an equal opportunity programme which welcomes applications from qualified professionals. We are committed to achieving diversity in terms of gender, nationality and culture.