UN VOLUNTEER DESCRIPTION OF ASSIGNMENT

SYCR0000005--Health System Development Specialist

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>Seychelles</th>
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<tbody>
<tr>
<td>Host Institute</td>
<td>World Health Organization</td>
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<tr>
<td>Volunteer Category</td>
<td>International Specialist</td>
</tr>
<tr>
<td>Number of Volunteer</td>
<td>1</td>
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<tr>
<td>Duration</td>
<td>12 months</td>
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<tr>
<td>Expected Starting Date</td>
<td>01-05-2020</td>
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<tr>
<td>Duty Station</td>
<td>Port Victoria [SYC]</td>
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<tr>
<td>Assignment Place</td>
<td>Family Duty Station</td>
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<td>Assignment Place Remark</td>
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Living Conditions

Seychelles is a group of 115 islands located 1,600 km east of the African coast in the Indian Ocean. Victoria, the capital of Seychelles, is located on Mahé, the largest islands. The population of Seychelles stood at around 94,600 in 2017. Most of the population lives on the 3 main islands of Mahé, Praslin and La Digue. The weather is generally warm and humid throughout the year. The country is generally very peaceful with relatively low crime rates. However as in any other place in the world, people are encouraged to take general safety precautions. The majority of the population are Roman Catholics, followed by Anglicans. There are three official languages: English, Creole and French. Creole is the most widely spoken, but English is the language of government, commerce and education. In addition, most
Seychellois will also speak or understand French. Seychelles is a high income country. It is a visa-free country meaning that there are no visa requirements for any person wishing to travel to this country. However, it is to be noted that any nationals entering Seychelles should nevertheless have in their possession a valid passport or other travel documents recognized by Seychelles to be awarded entry into the country. The passport must be valid for the period of the intended stay until arrival back in the holder’s country of origin or residence. Nationals meeting the above criteria are granted a stay visitor’s permit on arrival.

The country uses the Seychelles Rupee with an average exchange rate of 1USD to 14SCR. Housing, such as a Bedsitter or 2 room house, can be rented from private individuals for long or short term lease. Price will depend on location and whether the accommodation is furnished or semi-furnished and cost can range from 700 USD per month. Seychellois diet consists of mostly rice, fish and vegetables and if you have no special dietary needs you should expect to spend around 150-200USD on basic commodities. Utility bills are paid on a monthly basis and charges increase as more units are used. One should expect to pay on average 30 USD for electricity and gas bill every month with normal usage. One month subscription to a standard internet package will cost around 70 USD. The most common form of transport in the country is public buses. Bus fares are around 0.50 USD (7.00Scr) per trip to anywhere on the island, taxis are around 10USD for very short trips and car hires on average are 50 USD per day. Healthcare in all government facilities is provided free of charge to all citizens of Seychelles but foreign nationals are expected to pay for any treatment. Doctor’s consultation at a health facility cost Scr200 (around 14 USD) and Scr300 (around 22USD) at the Emergency Unit. Same exclude any investigations, procedures and medications. Cost of hospitalisation per night starts from Scr1050 (75USD) with additional cost for investigations, procedures and medications. Clients are expected to settle payment directly to the health facility or hospital on the day of seeking service. There are also a number of private medical and dental clinics in the country. When arriving in Seychelles, one will be required to show proof of yellow fever vaccination particularly if arriving from a country with risk of yellow fever.

**Assignment Details**

- **Assignment Title**: Health System Development Specialist
- **Organizational Context & Project Description**

WHO Country Office in Seychelles is the sole health development partner delivering support for policy advise, norms and standards, strengthening institutional capacity; stimulating the generation, translation and dissemination of valuable knowledge, monitoring the health situation and assessing health trends in close collaboration.

The burden of disease in Seychelles has over the decades gradually shifted to non-communicable diseases (NCDs), injuries and mental health. NCDs are currently the main burden of disease with an upward trend since the last ten years. The main causes of disease morbidity and mortality are mainly cardiovascular diseases, cancer, respiratory system disease, and infectious diseases. This shift can be
attributable to epidemiologic transition as well as affluence and changes in life styles and habits. Major attributable risks factors are obesity, tobacco use and alcohol abuse as well as lack of physical activity. The level of alcohol consumption and drug abuse particularly amongst youths is of national concern. The country has seen an alarming increase in the number of injecting drug users over the last five years, associated with an increased prevalence of HIV and Hepatitis C in the population. Although HIV and AIDS in Seychelles is regarded as low prevalence, the epidemic is concentrated due to high prevalence in high risk groups including injecting drug users, commercial sex workers and men who have sex with men. In a country where antiretroviral therapy (ART) are offered free of charge to everyone living with HIV, the country still struggles to achieve over 80% ART coverage.

Maternal deaths are considered to be one of the lowest rates in Africa. Fertility rate continues to decline to less than 2 per women but teenage pregnancy remains a problem. Vaccine-preventable diseases have almost disappeared from the islands due to the high vaccination coverage and effective implementation of preventive programs. The country has recently developed the National Health Policy 2016 and National Health Strategic Plan 2016-2020 (NHSP), which are in line with global and regional goals including Sustainable Development goals, World Health Assembly resolutions, the UN General Assembly Political Declaration on Non-Communicable Diseases, and the UNAIDS Getting to Zero declaration, amongst others.

For the successful implementation of the National Health Strategic Plan, the WHO-Seychelles Country Cooperation Strategy (CCS) 2016-2020 and recently conducted functional review identifies the need to focus WHO support on evidence creation for policy dialogue in an environment of sustained guidance on setting and maintaining norms and standards. These functions contribute towards (i) halting and reversing the rising burden of non-communicable diseases; (ii) introduction of new and ensured sustained delivery of existing interventions targeting emerging or re-emerging conditions to eradicate, control and/or eliminate targeted communicable disease; (iii) attainment of a fit for purpose and motivated health workforce through improvements in regulation, production and management of the health workforce adolescent health and (iv) putting in place innovations in quality, effectiveness & responsiveness in provision of essential services focusing on person centeredness, client management & service organization.

Seychelles was supported to holistically identify strengths and weakness related to the nineteen 2005 International Health Regulation (IHR 2005) core capacities. A country national action plan to address the gaps in International Health Regulation IHR2005 core capacities development is at an advanced stage of completion and will technically support for its coordination, monitoring, surveillance strengthening, laboratory, biosafety, etc.

The UNV Specialist will support general health system strengthening interventions for identified priority areas with focus on WHO Country Office planning and monitoring processes, facilitation and support for on-going and scheduled sector policy dialogue, strategic and operational planning processes, setting of norms and standards. He/She will also interact on a daily basis with professionals from the three agencies of the Department of Health; the Public Health Authority, Health Care Agency and Department of Health.
The UN Volunteer will support strengthening resilient health systems based on primary health care. The work will focus on health system strengthening to support universal health coverage, concentrating primarily on people-centred health services and integrated health care along the life time continuum of care. Under the direct supervision of the WHO Representative, the UN Volunteer will support delivery of the following:

- Provide technical guidance and support in the formulation, monitoring and evaluation of the national health sector plans for identified Seychelles Department of Health priorities.
- Provide technical assistance to the implementation and monitoring of the Integrated Approach on Management of NCDs for Primary Health Care (WHOPEN, Chronic Care model, HEART model, Cancer Control) developed through phased approach, taking into consideration the social and cultural aspects for the effective use and access to services.
- Contribute to the development of a Health workforce profile and national Health Workforce Account, aimed at increasing the efficiency, effectiveness and quality of the health workforce.
- Contribute to the planning and implementation of technical activities pertaining health information system development including strengthening Civil Registration and Vital statistics, Nutrition Surveillance System, IDSR and NCD monitoring.
- Support the development and consolidation of the health information system to assist in the decision-making processes, focussing on technical support for the establishment of a national health observatory including the to provide information on the health situation, status and trends.
- Advise and collaborate on the development and institutionalization of Harmonized Health Facilities Assessments (HHFA).
- Support the design, development and institutionalization of National Health Account 2018.
- Stimulate the generation, dissemination and application of valuable knowledge for policy dialogue as agreed with Ministry of Health and other sectors in the area of service delivery, Human Resources for Health and Universal Health Coverage (UHC).
- Support the Adolescent Health Strategy development and implementation.
- Formulation and monitoring of WHO Office detailed implementation plans and investment case(s);
- Development of WHO biennial report and documentation of lessons learnt.
- Perform any other incident-specific related duties, as required by the by the WHO Representative.

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

- National Health Strategic Plan review report and Strategic Plan
- Health Workforce analysis report and roadmap to address the challenges
- National Health Workforce Account 2019 Report
- Harmonized Health Facilities Assessments (HHFA) 2019 Report
- Integrated Approach on Management of NCDs for PHC monitoring reports
- WHO detailed implementation workplan and regular progress updates
- 2018-2020 WCO annual reports and lessons learnt
- Adolescent Health periodic progress report
- Civil Registration Progress report
- Monthly plan and progress reports
- ACP project periodic progress reports

• 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

Required Degree Level

Master degree or equivalent

Education - Additional Comments

An advanced university degree (Master’s level or above) in Public health, health systems/services administration, health management or health related field from an accredited/recognized institute.

Required experience

60 months

Experience Remark

A minimum of 5 years’ progressive and related experience at the national and international levels, in areas related to health policy, planning and management.

Language

• English (Mandatory), Level - Fluent

Area of Expertise

19 Mar 2020
Public health Mandatory

Area of Expertise Requirement

- Public Health practice
- Health planning and management
- General management

Need Driving Licence: No

Competencies & Values

- Accountability
- Adaptability and Flexibility
- Client Orientation
- Communication
- Ethics and Values
- Integrity
- Leadership
- Planning and Organizing
- Professionalism
- Working in Teams

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 integration in the UN security framework (including residential security reimbursements).

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.

**Application Code**  SYCR000005-6648

**Application procedure**

* Not yet registered in the UNV Talent Pool?

Please 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?

Please 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.

**Application deadline:** 31-03-2020

**doa.apply_url**  [https://vmam.unv.org//candidate/show-doa/U1lDUjAwMDAwNQ==](https://vmam.unv.org//candidate/show-doa/U1lDUjAwMDAwNQ==)

**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.