UN VOLUNTEER DESCRIPTION OF ASSIGNMENT

UGAR000678--Human Resources for Health (HRH) Technical Officer

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>Uganda</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>National Specialist</td>
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<tr>
<td>Number of Volunteer</td>
<td>1</td>
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<tr>
<td>Duration</td>
<td>24 months</td>
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<tr>
<td>Expected Starting Date</td>
<td>01-07-2020</td>
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<tr>
<td>Duty Station</td>
<td>Kampala [UGA]</td>
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<tr>
<td>Assignment Place</td>
<td>Non-Family Duty station</td>
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<td>Assignment Place Remark</td>
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The incumbent will be expected to commence the assignment in July 2020.

Living Conditions

The UN Volunteer will be based in Kampala, the capital city of Uganda that is located at 1,200 metres (4,000 feet) above sea level with a pleasant climate all year round which is uniformly warm and moderately humid, and temperatures that range between 20 and 30 degrees Celsius. It is a family duty station that presents relatively good living conditions with adequate housing facilities (houses and apartments) readily available to rent, and with most of the economic and social amenities also available at affordable cost. Most commodities are available commercially with a wide variety of options. Utilities are generally reliable in the capital with a highly urbanized and cosmopolitan atmosphere where multinational corporations and international organizations are present. Uganda in general, and Kampala in particular...
has high level of stability, security and permissiveness in terms of access and collaboration of UN agencies and humanitarian actors with the host government. Opportunistic crime incidents occur occasionally in the capital and elsewhere in the country but are generally localized in impact. All new staff undergo security briefing by United Nations Department of Safety and Security (UNDSS) and receive regular security situation updates. The current UNDSS Security Level for Kampala is Level 2

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

Development of best practices in human resources for health based on evidence-based policies, strategies and plans.

Development of a strategy for dissemination of evidence-based research results, tools and best practices on HRH developments

Development and maintenance of databases with reliable and accurate HRH data and information;

Support the development of national health information systems and workload indicators of staffing needs (WISN)

Support the streamlining and implementation of policies and strategies on key HRH issues

Develop a framework on resource mobilization and advocacy initiatives.

- 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
Bachelor degree or equivalent

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

Required experience
36 months

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

Area of Expertise Requirement
- Skills: 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
- Adaptability and Flexibility
- Commitment to Continuous Learning
- Communication
- Integrity
- Planning and Organizing
- Professionalism
- Working in Teams

Conditions of Service and other information

Conditions of Service:
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.

Travel to duty station (if applicable) and a Settling-In-Grant will be provided in the event the duty station is not within commuting distance from the place of recruitment. The applicable Volunteer Living Allowance is provided monthly to cover housing, utilities and normal cost of living expenses. Life, health and permanent disability insurance are included (health insurance for up to 3 dependents), as well as final repatriation (if applicable) and resettlement allowance for satisfactory service.
Furthermore, in non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, a Well-Being Differential (WBD) on a monthly basis will be provided.

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

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 and official processes;

- 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;

- Any necessary security measures, ensuring that UN Volunteers are covered by the United Nations Security Management System (UNSMS) in line with the UNDSS Security Policy Manual;

- 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 UGAR000678-6606

Application procedure

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.
* 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.

This is a national UN Volunteer assignment, therefore only nationals of (the Programme Country) and legal residents in (the Programme Country or territory) with the status of refugee or with the status of being stateless are eligible to apply.

**Application deadline:** 25-03-2020

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doa.apply_url

[https://vmam.unv.org//candidate/show-doa/VUdBUjAwMDY3OA==](https://vmam.unv.org//candidate/show-doa/VUdBUjAwMDY3OA==)

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.