



**World Health  
Organization**

**Sri Lanka**

## **VACANCY NOTICE**

The Mission of WHO is the attainment by all peoples of the highest possible level of health

Vacancy Notice No: WCO-SRL-2020/05

Date: 20 July 2020

Title: **Consultant – Human Resources for Health**

Deadline for application : 30 July 2020

Contract type: **Special Services Agreement**

Grade: NO-C

Duration of contract: **12 months with possible extensions**

Organization unit: **Country Office for Sri Lanka**

### **Introduction:**

The World Health Organization is the United Nations Specialized agency for health established on 7 April 1948. WHO was one of the first United Nations agencies in Sri Lanka (1952) and over sixty years on, WHO remains a steadfast intergovernmental organization committed to supporting the people of the country to attain the highest level of health through the strengthening of the health system on the principles of equity, fairness and responsiveness with emphasis on the poor and marginalized.

### **Our Goal**

"To support the people of the country to attain the highest level of health through strengthening of the health system on the principles of equity, fairness and responsiveness with emphasis on the poor and marginalized."

### **Our Core Functions**

- Providing leadership on matters critical to health and engaging in partnerships where joint action is needed
- Shaping the research agenda and stimulating the generation, translation and dissemination of valuable knowledge
- Setting norms and standards, and promoting and monitoring their implementation
- Articulating ethical and evidence-based policy options
- Providing technical support, catalyzing change, and building sustainable institutional capacity
- Monitoring the health situation and assessing health trends

### **Objectives of the Consultancy:**

The World Health Organization (WHO) Country Office has collaborated with Ministry of Health and other key stakeholders in strengthening the health systems in Sri Lanka, in line with the 13th General Programme of Work -13 (GPW 13) 2019-2023, regional flagship priorities and Sustainable Development Goals.

In keeping with the strategic directions of the organization, WHO Country Office (WCO) is seeking a National Consultant to assist in the implementation of the Human Resources for Health workplan



under the "Working for Health" program funded by China-UN Peace and Development Fund. The successful candidate will play a key role in implementing and monitoring the HRH workplan and effectively integrate the interventions under the health system strengthening and universal health coverage activities of WHO. The areas of work will contribute to achieving the first billion on UHC, particularly in the area of strengthening human resources in Sri Lanka, by stepping up WHO's role in convening and engaging multisectoral partners to achieve the SDGs.

### **Job Description:**

Under the guidance of the Public Health Administrator and day to day supervision of NPO HSPE the SSA will:

- Support to strengthen institutional capacity for human resource policy and strategic planning, including mechanisms to coordinate an intersectoral health workforce agenda through the HRH Technical Advisory Group of MOH
- Facilitate the development and implementation of health workforce policies and strategies to address major human resource gaps in the country in line with the goal of UHC and health security;
- Coordinate the work with ILO and MOH on strengthening mechanisms to deliver mutual benefits and mitigate the consequences arising from health workforce mobility and migration, including bilateral and regional cooperation and the implementation of the WHO Global Code of Practice on the International Recruitment of Health Personnel, and establishment of social dispute settlement mechanism for Sri Lanka;
- Coordinating and updating of National Health Workforce Accounts (NHWA) and advocate its use for policy decisions;
- Assist in developing and implementing strategies to align health workforce education with health system needs and the PHC reorganization, including standardization of basic training programmes for Ministry of Health training institutions;
- Assist in improving the capacity of health workforce in implementing the Patient Safety and Healthcare Quality Strategic plan and the action plan for – Sri Lanka;
- Performing any other related duties assigned by the supervisor as and when required which includes; Drafting of necessary technical reports and documents as per requirements of the Organization, and to assist in preparation, organization and following-up of WHO-organized meetings
- Submit an assignment report upon completion of assignment.

### **Deliverables**

- Implementation of HRH Work Plan
- Completion of ILO-WHO partnership activities
- Updated National Health Workforce Accounts
- Implementation of Curriculum and basic training program for HRH
- Capacity building activities supported in line with the Patient Safety and Healthcare Quality Strategic plan



## **Recruitment Profile:**

### **Education:**

#### **Essential**

- PhD/ MD in the field of Public Health obtained from a recognized university in Sri Lanka or overseas

### **Experience:**

#### **Essential**

The National Consultant should have the following work experience

- At least 5 years work experience in health systems or Universal Health Coverage work at national or provincial level
- At least 3 years work experience in Human Resources for Health in Sri Lanka
- Excellent technical and writing skills, with experience in developing reports and monitoring outputs in relation to the implementation of project activity implementation
- Experience in formulating results frameworks, designing data collection tools, collecting and analysis of data for decision making.

#### **Desirable**

- International work experience
- Special training related to Health Workforce Planning
- Good knowledge of global health and national health development issues
- Familiarity with WHO processes and experience with other international agencies
- Ability to work collaboratively in teams and be innovative

### **Language Skills:**

- Excellent written and spoken English, fluency in Sinhala or Tamil.

### **Competencies:**

- Producing results
- Teamwork
- Respecting and promoting individual and cultural differences
- Communicating in a credible and effective way
- Ensuring effective use of resources

## **Annual Salary & others Benefits:**

### **Annual Salary**

- Annual salary will be based on Professional Staff local salary pay band

## Others Benefits

### WHO Offers locally competitive packages such as:

- Health Insurance; Accident and illness insurance;
- Annual Leave (30 days per year)
- Sick leave (7 days per year);
- WHO Holidays

### Special Requirement

- Availability to start work in two weeks of selection


### NOTE:

- 1) Qualified Candidates will be evaluated and interviewed.
- 2) Applicants should send a brief **Resume** of their relevant experience, explaining reasons for being suitable of the activity, together with duly completed **Personal History Form (PHF) and scanned copies of educational certificates.**
- 3) Please send your applications only via email to: [ragelk@who.int](mailto:ragelk@who.int)
- 4) We regret that due to large volume of applications normally received, applications cannot be acknowledged individually.
- 5) This vacancy is open to all Sri Lankan Nationals (all genders). **Qualified female candidates are encouraged to apply**

*"WHO is committed to workforce diversity". "Any attempt to unduly influence WHO's selection process will lead to automatic disqualification of the applicant."*



*WHO has a smoke-free environment and does not recruit smokers or other tobacco users*

  
Dr Olivia Corazon Njeveras  
Public Health Administrator

17 JULY 2020

16 July 2020

PdeS/kr.