

TERMS OF REFERENCE FOR TEMPORARY APPOINTMENT¹

TA – Health Specialist (RMNCH), P-3, 364 Days, Lusaka, Zambia

1. Organisation Context / Background:

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programmes, in advocacy and in operations. The equity strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children’s rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop and reach their full potential, without discrimination, bias, or favouritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic, and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education, and protection of a society’s most disadvantaged citizens — addressing inequity — not only will give all children the opportunity to fulfil their potential but also will lead to sustained growth and stability of countries. Therefore, the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

2. Purpose of the Job:

The Health Specialist (P-3) reports to the Chief of Health and HIV (P-4) for guidance and general supervision, and is responsible for managing, implementing, monitoring, evaluating, and reporting of the Reproductive, Maternal, New-born, and Child Health (RMNCH) programme within the Health and HIV section. The Health Specialist provides technical guidance and management support throughout the programming processes to facilitate the administration and achievement of concrete and sustainable results according to plans, allocation of resources, results based-management approaches and methodology (RBM), organizational strategic plans and goals, standards of performance, and accountability framework. In close collaboration with Cooperating Partners (CPs), UN systems (WHO and UNFPA), and UNICEF ESA Regional Office, the incumbent will be responsible for providing high level technical support in designing, planning, implementation and monitoring of high impact RMNCH interventions focussed on Essential New-born Care (ENC), Small and Sick Newborn Care (SSNC), Prevention of Mother to Child Transmission (PMTCT) of HIV, and Child Health particularly Diarrhoea and Pneumonia prevention and management. The incumbent is expected to successfully lead the Health Systems Strengthening (HSS) initiatives including institutionalising community health, promoting systems resilience, and building humanitarian development nexus for RMNCH services.

3. Responsibilities/Tasks and Deliverables:

3.1 Provide Technical and Programmatic Support in RMNCH

- Provide high level technical and managerial support for designing, planning, and monitoring the implementation of integrated RMNCAH programmes focused to Essential New-born Care (ENC), and Small and Sick New-born (SSNC) through a health system strengthening (HSS) approach and the provisions of integrated service delivery for a package of RMNCAH, EPI, HIV, Nutrition, and ECD interventions.
- Provide technical leadership, guidance, and support to roll-out of Comprehensive New-Born Care Programme (CNBCP) including ENC and SSNC and introduction of Quality of Care (QoC) standards in line with Every New-born Action Plan (ENAP).
- Participate in strategic discussions on the planning of RMNCH programmes. Formulate, design, and prepare the section on RMNCH of all programme proposals, ensuring alignment with UNICEF’s Strategic Plan, the

¹ AI2016-005 notes that for TA Job descriptions / terms of reference, existing Generic Job Profile (GJP) shall be used as a basis for determining the level and requirements of the function. Where no GJP applies, detailed terms of reference describing the work to be performed shall be written. This template serves for that purpose.

Country Programme, as well as coherence/integration with the UN Sustainable Development Cooperation Framework (UNSDCF), regional strategies, and national priorities, plans and competencies.

- Provide technical guidance, management and coordination support to Ministry of Health (MoH) on strengthening identified health facilities as Centre of Excellence (CoE) on ENC services at UTHs Women and Newborn Hospital and UTHs Children Hospital in Lusaka; and to strengthen the NICU and KMC units in Choma, Chinsali, Katete, Chipata and Mansa hospital, fostering facility-community linkages.
- Establish specific programme goals, objectives, strategies, and implementation plans based on results-based planning methodology (RBM). Prepare required documentations for programme review and approval.
- Work closely and collaboratively with colleagues and partners to discuss strategies and methodologies, and to determine national priorities and competencies to ensure the achievement of concrete and sustainable results for RMNCH.
- Provide technical and managerial oversight to revitalise the child and community health programming including iCCM, and community-based interventions with focus on newborn care, diarrhoea and pneumonia management and referral linkages to facilities.
- Provide technical and operational support throughout all stages of programming processes to ensure integration, coherence, and harmonization of RMNCH programmes/projects with other UNICEF sectors and achievement of results as planned and allocated.

3.2 Technical and Managerial Leadership on Programme Planning, Management, Monitoring and Delivery of Results for RMNCH

- Support and contribute to the preparation, design tracking and updating of the Ending Preventable Maternal Mortality (EPMM) and Every Newborn Action Plan (ENAP) for Zambia integrated with PMTCT and Community Health interventions including tracking of Coverage and Quality of Care (QoC) indicators' progress effectively operationalising and managing the RMNCH score cards and community score cards for integrated RMNCH programmes.
- Participate in National Technical Working Groups (TWG) meetings, monitoring and evaluation exercises, RMNCH programme reviews and annual sectoral reviews with the government and other counterparts to assess progress and to determine required action/interventions to achieve results for RMNCH.
- Prepare and assess monitoring and evaluation reports to identify gaps, strengths and/or weaknesses in programme management, identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals.
- Actively monitor RMNCH programmes/projects through field visits, surveys and/or exchange of information with partners/stakeholders to assess progress, identify bottlenecks, potential problems and take timely decisions to resolve issues and/or refer to relevant officials for timely resolution.
- Prepare regular and mandated programme/project reports for management, donors, and partners to keep them informed of programme progress.

3.3 Technical and Operational Support to Programme Implementation

- Provide technical guidance and operational support to government counterparts, NGO partners, UN system partners and other country office partners/donors on the interpretation, application and understanding of UNICEF policies, strategies, processes, and best practices and approaches on health-related issues to support programme development planning, management, implementation, and delivery of results.
- Monitor and verify the optimum and appropriate use of RMNCH/e-MTCT programme resources (financial, administrative, and other assets) confirming compliance with organizational rules, regulations/procedures and donor commitments, standards of accountability and integrity, ensuring timely reporting and liquidation of resources, thereby contributing to the governance and management of the Health and HIV Section
- Participate in discussions with national partners, clients, and stakeholders to promote health and development issues, especially in the areas of gender, emergency preparedness, maternal and neonatal health, and child survival and development.

- Draft policy papers, briefs and other strategic programme materials for management use, information, and consideration.
- Participate in emergency preparedness initiatives for programme development, contingency planning and/or to respond to emergencies in country or where designated.

3.4 Partner Engagement and Proposal Development Support

- Identify /engage key RMNCH partners (MOH, WHO, USAID, BMGF, PATH, SIDA, CHAI etc) on upcoming or existing projects of interest aligned with UNICEF’s mission.
- Identify funding windows, advise on investment decisions, on RMNCH aspects included in national programme plans, PHC costing, RMNCH investment case, Community Health Investment Case, Global Alliance Action Plan to End HIV in Children by 2030 and inclusion in various funding opportunities e.g., EU, KfW-Germany, Sida-Sweden, Scotland, USAID, US-CDC, NatCom, and Private sector.
- Represent RMNCH in various advocacy platforms and provide high level technical advice and support for leveraging opportunities for RMNCH programme, e.g., MNH summit, Cooperating Partners Forum etc.

3.4. Innovation, Knowledge Management, and Capacity Building

- Keep abreast of development trends, latest evidence, guidelines, protocols to enhance programme management, efficiency, and delivery particularly for small and sick newborn care including Kangaroo Mother Care (KMC).
- Provide high level technical leadership, guidance, and support for starting immediate KMC (i-KMC) intervention for promoting small and sick newborn care at tertiary care institutions and identified health facilities in Zambia.
- Technical leadership, guidance, and support to MOH for roll-out of Non-Pneumatic Anti Shock Garment (NASG) use for improved management of Post-Partum Haemorrhage (PPH), including capacity building of service providers.
- Support to implement integrated MNH & EMTCT onsite mentorship as well as capacity building activities for doctors, nurses, and midwives on ENC, and CHSP.
- Contribute to RMNCAH specific inputs for design and implementation of RMNCH SBC & Advocacy initiatives with CAPE, including development of SBC package for RMNCH, in line with updated technical guidelines and SOPs.

4. Minimum Qualifications and Competencies

Education:

- An advanced university degree in one of the following fields is required: Medicine, Public Health, Maternal and Child Health, Epidemiology, Paediatric Health, Family Health, Health Research, Global/International Health, Health Policy and/or Management, Environmental Health sciences, Biostatistics, Health Education, or another relevant technical field.

Experience:

- A minimum of five years of professional experience in one or more of the following areas is required: public health/nutrition planning and management, maternal and neonatal health care, or health emergency/humanitarian preparedness.
- Experience working in a developing country is considered as an asset.
- Relevant experience in a UN system agency or organization is considered as an asset.

• Technical Knowledge and Skills:

- Proven experience in planning in multi-stakeholder settings
- Experience in writing digital health proposals, developing multi-year operational plans
- Experience in training, planning, and delivery of technical assistance

- Effective presenter including ability to adapt the message and visual aids for multiple audiences to deliver concise, impactful presentations
 - Excellent analysis skills
 - Demonstrated ability to work in a multi-cultural environment
 - Proven track record in interfacing with national ministries of health a distinct advantage
- **Language:**
 - Fluency in English (written and verbal) is required. Knowledge of another official UN language is an asset.
 - **Competencies:**
UNICEF's values of Care, Respect, Integrity, Trust, Accountability, and Sustainability (CRITAS).



The core competencies required for this position are:

- Builds and maintains partnerships (Level 2)
- Demonstrates self-awareness and ethical awareness (Level 2)
- Drive to achieve results for impact (Level 2)
- Innovates and embraces change (Level 2)
- Thinks and acts strategically (Level 2)
- Manages ambiguity and complexity (Level 2)
- Works collaboratively with others (Level 2)
- Nurtures, leads, and manages people (Level 1)

The functional competencies required for this post are:

- Persuading and Influencing (Level 2)
- Applying Technical Knowledge (Level 2)
- Planning and Organizing (Level 2)

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