

# TERMS OF REFERENCE

## SENIOR HEALTH SPECISLIST

### P5 - TA

### BURUNDI CO

<p><b>JOB TITLE:</b> Senior Health Specialist</p> <p><b>JOB LEVEL:</b> P5</p> <p><b>TYPE OF APPOINTMENT:</b> TA</p> <p><b>DURATION:</b> 364 days</p> <p><b>REPORTS ADMINISTRATIVELY TO:</b> Deputy Representative Programmes</p> <p><b>REPORTS TECHNICALLY To:</b> Chief Health</p> <p><b>LOCATION:</b> Bujumbura, Burundi</p>
<p><b>PURPOSE OF THE JOB</b></p> <p>Under the overall guidance of the Deputy Representative Programme, the incumbent will be accountable for the evaluation of health community strategies, redesign of the approach, development of the new community strategic plan, and coaching the country during the first phase of its implementation. As head of these activities, the senior Health Specialist leads and supports the Department of Health Promotion, Demand for Care, Community and Environmental Health (DPS-DSCE) of the MSPLS to integrate gender equality across all aspects.</p>
<p><b>KEY END-RESULTS</b></p> <ol style="list-style-type: none"> <li>1. Conduct a timely analysis of the context and outcomes of implementing community health in Burundi using data, integrate data consistently disaggregated by province, district, and gender to make a comprehensive assessment of priorities, and help to redesign and develop a new strategy oriented towards results.</li> <li>2. Technical leadership, guidance, and coordination were provided to redesign the new community health approach and develop the national strategic plan for community health 2024-2028, the Community Health Investment Framework, a community health implementation guide, and a roadmap for national commitment to community health.</li> <li>3. Strengthen the capacity of the Ministry of Health and PTFs on community health policies and strategies.</li> <li>4. Provide technical and operational guidance and coordination to key governmental and non-governmental partners. Facilitate a consultative process with key stakeholders to support the implementation of community health activities, in line with the investment framework developed, over the first six months to support maternal, newborn, and child survival by creating and executing comprehensive sectoral work plans and budgets.</li> <li>5. Programme monitoring, evaluation and reporting carried out in a timely manner, efficiently, rigorously, and transparently in compliance with the established guidelines and procedures.</li> <li>6. Effective knowledge management through: <ol style="list-style-type: none"> <li>a) documentation and dissemination of lessons learned,</li> <li>b) development and implementation of appropriate capacity building strategies,</li> <li>c) technical leadership, guidance, and coordination of operational research.</li> </ol> </li> <li>7. Integration of rights-based approaches and humanitarian principles in community Health programmes.</li> <li>8. UNICEF's global goals and Health-related MDGs effectively promoted through advocacy and</li> </ol>

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policy dialogue in the health sector.

9. Effective communication, networking and leveraging achieved through partnership and collaboration with government, UN, and non-government partners.

#### KEY ACCOUNTABILITIES and DUTIES & TASKS

##### 1. Data-driven and results-based management

- Conduct timely, data-driven analyses of community health, including epidemiological and gender assessments disaggregated by province, district; evaluate the impact of Community Health strategic Plan (CHSP) implementation; and analyse stakeholder and intervention mapping to support the redesign and elaboration of a new CHSP.
- Determine the health impact of community health investments in terms of mortality and lives saved for the five-year period following each scenario.
- Provide evidence to support advocacy efforts to draw greater attention to the impact of under investment in community health in Burundi.
- Providing evidence on the costs and benefits of investing in community health to inform a national roadmap for new community health strategy.
- Provide in-country leadership in data-driven prioritization and implementation of Health Community strategies and interventions.
- Provide technical and operational guidance and support to government and non-government partners for community health.
- Champion results-based management for community health including international and regional guidance.
- Understand Health community needs of vulnerable or marginalized community groups.

##### 2. Upstream activities

- Redesign the new Community Health strategies and develop the national Community Health Strategic Plan 2024-2028, the Community Health Investment Framework, the Community Health Implementation Guide, and the roadmap for national commitment to Community Health.
- Provide in-country leadership on Health Community Policies, including advocacy in gender equality, with a particular focus on maternal, neonatal and child Survival.
- Play an active role in broader Community Health strategies such as Sector-wide approaches, etc.
- Advocate for and leverage resources for scaling-up and replication of effective for maternal, neonatal and child Survival Health Community interventions.
- Provide technical leadership in the community Health and other UN harmonisation processes.
- In line with Addis Abeba commitments of November 2026 and the new aid modalities, ensure that the Community Health sector component of the country programme is fully aligned with national priorities and plans
- Strengthen the capacity of the Ministry of Health and development partners in evidence-based community health policies and strategies and state-of-the-art modelling for investment planning, including bottleneck analysis, modelling the impact of corrective strategies on universal health coverage, impact modelling, costing and financing scenario design.

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**3. Downstream activities**

- Provide in-country technical, operational leadership and guidance on scaling-up key maternal, neonatal and child Survival Health community intervention.
- Support the development, initial phase of implementation and financing of detailed community work-plans and budgets for scaling-up the efficient community health approach.
- Collaborate with Programme Communication Officer to ensure development of effective communication strategies to support community-based approaches and social mobilization efforts.
- Conduct field visits to monitor the 1<sup>st</sup> stages of implantation.

**4. Monitoring, evaluation, and reporting**

- Collaborate with Monitoring and evaluation officer to timely, efficiently, rigorously, and transparently monitor, evaluate, and report on Community Health strategies and impact.
- Analysis of bottlenecks, strategies, and impacts, calculation of costs and financing based on community health package, estimate of total fund's needs, current available/spent resources, and financing gap for community health.
- Definition of community health service packages and coverage scenarios (minimum, medium and ambitious) to determine costs and projected financing scenarios at the national level in line with national objectives.
- Modeling and estimating the cost of implementing community health over the next 10 years.
- Ensure programme, sectoral, and/or inter-sectoral efficiency and delivery through a rigorous and transparent approach to evaluation.

**5. Accountability**

- Collaborate with the Operations Section and Government authorities to establish and maintain sound internal controls supportive of the Community Health programme and implementation.
- Ensure corrective action is undertaken to address bottlenecks identified during the above monitoring.

**6. Knowledge management**

- Document and disseminate lessons learned in the areas of Health community level.
- Develop and implement country-specific national capacity-building community health strategies.

**7. Rights-based programmes through a Results-Based Approach**

- Promote the quality of rights-based community Health strategies through the formulation of programme goals and strategies and approaches, using results-based planning methodology and terminology.
- Bring coherence, synergy and added value to sectoral or programme management processes using a results-based management approach to planning and design, implementation, monitoring, and evaluation.

**8. Promotion of UNICEF's global goals**

- Coordinate with UNICEF Regional Advisers and HQ Officers to ensure country office strategies are aligned with global and regional strategies.
- Effectively communicate and advocate for the promotion of UNICEF's global goals.

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- Collaborate with the Communication Officer to ensure the development of effective communication materials and strategies to support advocacy and fundraising efforts.
- Reinforce partnerships to further UNICEF global goals.

**9. Partnerships and leveraging resources**

- Maintain close working relationships with other UNICEF sectors, particularly nutrition, HIV, and WASH, and programme communication to ensure integration of the community Health strategies with other sectors.
- Establish active and participatory partnerships with key community Health strategies stakeholders (Government, WB, GF, GAVI, WHO, other UN agencies, NGOs, bilateral agencies, donors, and national and international academic institutions) and interact with them at different stages of community Health strategies redesign and initial implementation stage.
- Liaise with UNICEF NatComs and other donors as appropriate to secure community health strategies funding.
- Provide technical support and guidance on appropriate technical, financial, and institutional capacity-building capacities to support the achievement for Community Health strategy goals.
- Utilise the partnerships with stakeholders to leverage resources for Community Health strategies.

**QUALIFICATION and COMPETENCIES**

Master's level degree in public health and health economics, social sciences, community health, or related discipline.

**Work Experience**

Ten years of professional work experience in community health. Strategic and Field work experience is required. Experience in Programme/project management, and UNICEF policies and strategy to address community approaches. Experience in knowledge management, gender mainstreaming, or a field relevant to international development assistance in Community Health. Experience working in the UN or other international development organizations is an asset.

**Language Proficiency**

Fluency in French and English is required. Knowledge of another official UN language or a local language is an asset.

**Competencies Required**

**i) Core Values**

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- Care
- Respect
- Integrity
- Trust
- Accountability
- Sustainability

**ii) Core Competencies**

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- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)