



UNITED NATIONS CHILDREN'S FUND GENERIC JOB PROFILE (GJP)

I. Post Information

Job Title: **Health Specialist (Immunizations and Public Health Emergencies)**
Supervisor Title/ Level: Chief of Health (P-5)
Organizational Unit: **Health**
Post Location: **Harare, Zimbabwe**

Job Level: **NO3**
Job Profile No.: ZIM24008
CCOG Code: **1103n**
Functional Code: **HEA**
Job Classification Level: **NO 3**

II. Organizational Context and Purpose for the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does - in programme, 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 favoritism. 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 fulfill their potential but also will lead to sustained growth and stability of countries. This is why 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.

Purpose for the job: The Health Specialist (Immunizations and Public Health Emergencies) reports to the Chief of Health and Nutrition (Level 5) for guidance and general supervision. The Health Specialist supports the development and preparation of the health programme and is responsible for immunization activities and public health emergencies, as well as the linkages between the two areas. S/He oversees planning, managing, implementing, monitoring, evaluating, and reporting the programme progress on immunization and public health and humanitarian emergencies, within the country programme. 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, results based-management approaches and methodology (RBM), organizational Strategic Plans and goals, standards of performance, and accountability framework. The specialist works in conjunction with other health staff and colleagues in other sections (WASH, Nutrition, SBC, etc..) to achieve UNICEF's overall goals for maternal, newborn and child survival goals and objectives for the country. This must be done in full alignment with an 'epidemic ready' Primary Health Care approach to efficiently delivery concrete results at scale.

Country context: Cholera is endemic in Zimbabwe, with a seasonal pattern coinciding with the wet and warm season from September to March. The country has experienced several outbreaks over the last 20 years occurring in 5-to-10-year cycles mainly across districts in the northern and eastern borders with Mozambique and Zambia and main travel routes to Harare. The most significant outbreak was recorded in 2008-2009 with 98,592 cases and 4,288 deaths (CFR 4.3%) reported. A decade later, a second major

outbreak took place between 2018–2019 during which 10,671 cases and 68 deaths (CFR 0.8%) were recorded in five provinces, with Harare among the worst affected. The country has faced many outbreaks due to vaccine-preventable diseases, in 2022 (polio and Measles) and 2023 (Mumps, Polio, cholera). Several integrated SIA were successfully implemented, thanks to a solid primary health care and community-level health workforce, around village health workers. All outbreaks were detected within 24 hours, but the human resources and financial requirements were lacking to deploy a fully-fledged response. Going forward, preparedness will need to be strengthened which requires additional domestic financing for health. Outbreaks and its plethora of interventions and communication have resulted in a fatigue in the population.

Additionally, Zimbabwe has been experiencing an economic crisis, and continues to be vulnerable to extreme climatic events, including floods, drought and cyclones which have profound direct and indirect impacts on health. Children are especially vulnerable, and face multiple risks related disease, under-nutrition, water scarcity, disasters and the collapse of public services and infrastructure resulting from extreme events. Other public health threats include measles (>6,000 cases and >700 deaths in 2022), and outbreaks of other vaccine preventable diseases like rubella, pertussis, and mumps, which point to declining routine immunization coverage and the accumulation of susceptible, coupled with high population movement within the country and across its borders with neighboring countries experiencing similar outbreaks.

Key indicators such as immunization in under 5 years old children have started to recover, after critical declines during COVID-19 pandemic, thanks to consistent domestic funding for traditional routine immunization vaccines and co-payment of new vaccines. While the coverage for Diphtheria-Tetanus-Pertussis (DTP3) vaccine has improved to 93%, marking a 20% increase between 2021 and 2023, Measles vaccination coverage remain low (around 80% for dose 2). Between 2018 and 2021, there was a 72% increase in the number of zero-dose children (26,556 to 95,500). In 2022, about 61% of the zero-dose children were from four of the 10 provinces in the country namely: Harare, Manicaland, Mashonaland East, and Masvingo, four provinces known for low performance of EPI program in key districts as evidenced by the EPI Comprehensive Review conducted by MoHCC and partners, in Q4 2023.

UNICEF is seeking to recruit a staff member to coordinate immunization activities in support to the national EPI team, and enhance its capacity for preparedness, response, and readiness to public health threats, as well as coordinate its contributions to Government core capacities for public health response in line with key global health security/IHR processes. The role is under the Zimbabwe Country Office Health section and reports directly to the Chief of Health.

III. Key function, accountabilities, and related duties/tasks
<p>Summary of key functions/accountabilities:</p> <ol style="list-style-type: none"> 1. Support to programme development and planning 2. Programme management, monitoring and delivery of results 3. Technical and operational support to programme implementation 4. Networking and partnership building 5. Innovation, knowledge management and capacity building
<ol style="list-style-type: none"> 1. Support to programme development and planning <ul style="list-style-type: none"> ▪ Support and contribute to the preparation, design and updating of the situation analysis for the sector(s) to establish a strategic plan for development, design, and management of health-related programmes. Keep abreast of development trends to enhance program management, efficiency, and delivery. ▪ Provide technical and operational support throughout all stages of programming processes to ensure integration, coherence, and harmonization of programmes/projects across the Health and Nutrition Section and with other UNICEF sectors and achievement of results as planned and allocated. ▪ Ensure that health planning and inputs on prevention, preparedness and response align with anticipated country risk analysis, regional and global guidance on global health security/IHR.
<ol style="list-style-type: none"> 2. Programme management, monitoring and delivery of results

- Provide strategic guidance on routine immunization program to the national level counterparts.
- Develop an efficient management system for vaccine management, stock management, data analysis.
- Conduct regular immunization data analysis linking findings with most common PHE related to Vaccine preventable diseases Public Health Emergencies
- Provide expertise on upstream agenda with MoHCC, WHO and other partners to achieve strengthening of core capacities for public health surveillance (with a focus on community level) before, during and after emergencies.
- Lead UNICEF agenda on enhancing evidence generation on health threats including but not limited to climate change impact on health in Zimbabwe.
- Lead UNICEF contributions to IHR processes such as Intra/After Action Reviews, State Party Self Assessments, State Party Reporting, Joint External Evaluations (JEEs), and the development of National Action Plans for Health Security (NAPHS), should those take place.

3. Technical and operational support to programme implementation

- Participate in discussions with national partners and stakeholders to promote health and development issues, especially in the areas of emergency preparedness, climate change, including UNICEF mandate areas in emergency such as social behavior change and nutrition
- Draft policy papers, briefs and other strategic programme materials for management use, information, and consideration.
- Coordinate health emergency planning and reporting – coordinate humanitarian preparedness and response planning and reporting from district level and for UNICEF internal planning and reporting (including HAC planning/reporting and preparedness planning);
- Coordinate EPI actions at downstream level

4. Networking and partnership building

- Build and sustain effective close working partnerships with health sector government counterparts, national stakeholders, as well as global partners, allies, donors, and academia. Through active networking, advocacy, and effective communication, build capacity and exchange knowledge and expertise to facilitate the achievement of programme goals on response and preparedness to emergencies.
- Participate and/or represent UNICEF in appropriate inter-agency (UNCT) discussions and planning on health-related issues to collaborate with inter-agency partners/colleagues on UNSDCF planning and preparation of health programmes/projects, ensuring organizational position, interests and priorities are fully considered and integrated in the UNSDCF process in development planning and agenda setting.
- Interface actively with GAVI and other immunization donors as needed

5. Emergency preparedness capacities are maintained, and emergency responses with effective coordination are provided.

- Coordinate and supervise in forming emergency preparedness plans relating each sub-area of work in the program
- Lead in monitoring and assessing the nature and extent of the emergency in case of emergency,
- Coordinates and aids the Country Office in identifying where support is required in terms of immediate response as well as long-term strategy and plan.
- Work with emergency specialist in CO to ensure emergency-related plans are updated and maintained
- Develop analytical reports, with priority actions and provide training and technical support to country for data analysis, interpretation and use within UNICEF.
- Provide technical advice and advocacy to MoHCC and UNICEF Country office for conducting rapid epidemiological assessments of the health and general condition of affected populations during outbreaks.
- Contribute to building the capacity of districts to track and collect data related to events of public health concern work with Country Office and WHO (health cluster/sectoral coordination mechanism) to analyze it to anticipate outbreaks, alert and respond when they occur and inform other UNICEF sections (Health, Nutrition and WASH and SBC) accordingly.

<ul style="list-style-type: none"> ▪ Collaborate with the UNICEF evaluations team and sections to provide appropriate data and standards for monitoring and evaluating cholera preparedness, response, and control programs
<p>6. Innovation, knowledge management and capacity building</p> <ul style="list-style-type: none"> ▪ Contribute to the development, implementation and monitoring of emergency policies and procedures to ensure optimum efficiency and efficacy of sustainable programs and projects. ▪ Organize and implement capacity building initiatives to enhance the competencies of staff, implementing partners and stakeholders to promote sustainable results on health-related programs/projects.

<p>IV. Impact of Results</p>
<p>The efficiency and efficacy of support provided by the Health Specialist (Health Emergencies) to program development, planning and implementation facilitates the delivery of concrete and sustainable results that directly impact the improvement of the health of the most marginalized and vulnerable women and children in the country. This in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to continue to provide programme services to protect the rights of children, and to promote greater social equality to enable them to survive, develop and reach their full potential in society.</p>

<p>V. UNICEF values and competency Required (based on the updated Framework)</p>
<p>i) Core Values</p> <ul style="list-style-type: none"> ▪ Care ▪ Respect ▪ Integrity ▪ Trust ▪ Accountability <p>ii) Core Competencies (For Staff without Supervisory Responsibilities) (level 2)</p> <ul style="list-style-type: none"> ▪ Builds and maintains partnerships (II) ▪ Drive to achieve results for impact (II) ▪ Works collaboratively with others (II) ▪ Thinks and acts strategically (II) ▪ Manages ambiguity and complexity (II)

<p>VI. Recruitment Qualifications</p>	
<p>Education:</p>	<p>A medical degree with added advanced university degree in one of the following fields is required: public health/nutrition, pediatric health, family health, health research, global/international health, health policy and/or management, environmental health sciences, biostatistics, socio-medical, health education, epidemiology, or another relevant technical field.</p>
<p>Experience:</p>	<ul style="list-style-type: none"> • A minimum of seven years of progressive professional experience in immunization - related work [Required]. • A minimum of seven years of progressive professional experience in health emergency or humanitarian preparedness [Required]. • Strong experience in disease prevention and control, with specific expertise in outbreak preparedness and response and in providing immunization technical support at national and subnational levels [Required]

	<ul style="list-style-type: none"> • Strong analytical skills and ability to clearly synthesize and present findings, draw practical conclusions, make recommendations, and prepare well-written reports [Required]. • Experience working in complex coordination environments with multiple stakeholders. Specific experience working with other health organizations and the health cluster [Required] • Sound knowledge of the IHR (2005) framework, and experience in contributing to/implementing IDSR, AARs, IARs, JEEs, EPI Comprehensive reviews, new vaccine's introductions or related activities at the country level [Strong asset] • Specific experience in managing emergency/epidemic preparedness and response in Zimbabwe or other settings [Strong asset] • Relevant experience in a UN system agency or organization and in a host government health system [Asset].
Language Requirements:	Fluency in English is required. Knowledge of a local language is an asset.

VII. Child Safeguarding Risk Assessment	
Is this position considered as 'elevated risk role' from a child safeguarding perspective?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, check all that apply
Direct contact role	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediate physical proximity, with limited supervision by a more senior member of personnel.
Child data role	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If yes please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (names, national ID, location data, photos).
Assessed Risk Role	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If yes, please indicate the number of hours/months of direct engagement with particularly vulnerable children
Safeguarding response role	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

VIII. Health Structure

