



## UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

### I. Post Information

Job Title: Health & Nutrition Specialist  
Supervisor Title/ Level: Chief, Health & Nutrition, P-5, Post No 1271  
Organizational Unit: Programme  
Post Location: Maputo Country Office with frequent travel to provinces.

Job Level: P-3  
Job Profile No.: 121371  
CCOG Code: 1103n  
Functional Code: HNN  
Job Classification Level: P-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 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 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.

The nutrition situation in Mozambique remains fragile, with a stunting prevalence of 38 per cent, which is higher than the average for the Africa region (30.7 per cent), and a combined wasting prevalence of 5.2 per cent and 1.5 per cent of severe wasting prevalence according to IOF 2019-2020. This is compounded by multiple life-threatening emergencies, resulting in more than 950,000 people internally displaced due to conflict, climate shocks and food insecurity, particularly in the Northern provinces.

Aligned with the Government strategic priorities and the Country Programme Document 2022-2026, UNICEF is committed to support Ministry of Health to reduce all forms of malnutrition, and most specifically, address key barriers to access quality treatment for children with severe acute malnutrition (SAM). In 2021, approximately 197,200 children 6 to 59 months were estimated to suffer from severe wasting in Mozambique. There were no significant changes over the past two decades and wasting remains one of the leading causes of admission and mortality among children admitted for in-patient pediatric care in Mozambique.

Although wasting management is recognized as a cost-effective intervention, its coverage in Mozambique remains very low, with less than 16 per cent of target caseload treated in 2021, despite more than 80 per cent of health facilities implementing the programme and nearly all districts having at least one health facility providing treatment with wasting management being

provided as part of the integrated mobile brigades and community management of acute malnutrition approaches.

In prevention UNICEF is supporting the Community Nutrition Interventions Package (PIN) that has been defined to meet the needs of providing equal and fair nutrition care at community level meeting the current challenges regarding the supply and demand of nutrition services. It comprises seven key interventions, namely: i) counseling on exclusive breastfeeding from 0 to 6 months; (ii) counseling on adequate and responsive complementary feeding, including on timely and continuous consumption of MNP from 6 to 24 months; iii) child deworming from 12 to 24 months; iv) counseling on drinking water, hygiene and sanitation (WASH); v) Monitoring of Weight for Age (W/A) in children from 0 to 24 months (every 2 months); vi) Vitamin A supplementation in children 6 to 24 months, e; vii) Supplementation with micronutrients powder (MNP) in children 6 to 24 months.

To expand coverage and improve prevention and management of severe wasting, UNICEF is supporting Ministry of Health to develop cost-effective simplified protocols for SAM treatment and ensuring delivery of preventive and treatment services at community level, both in emergency and non-humanitarian settings. This includes pilot implementation of reduced dosage of ready-to-use therapeutic products for treatment of uncomplicated SAM, mainstreaming SAM prevention and treatment into the community health subsystem platform and identifying alternative solutions for management of moderate acute malnutrition cases in the absence of nutrition commodities. In addition to specific approaches to prevention and treatment of wasting, UNICEF is also supporting strengthening systems for efficient, effective and quality delivery of such systems, related to community health worker training, digital information systems and supply delivery systems.

**Overall purpose of the assignment:** To support the integration of community nutrition into the community sub health system, sustainability of the community approach as part of the national approach to treatment of acute malnutrition (PRN) and to consolidate the research agenda on related ongoing initiatives.

**Purpose for the job:**

Under the leadership and supervision of the Child Health and Nutrition (P-5), the Health & Nutrition Specialist P-3 will work closely with UNICEF provincial level structures and partners, the Ministry of Health at central and provincial levels, and partners, to support the advancement of the integration of community nutrition in the community sub health system and of the consolidation of the wasting prevention and treatment agenda.

**III. Key functions, accountabilities and related duties/tasks** *(Please outline the key accountabilities for this position and underneath each accountability, the duties that describe how they are delivered. Please limit to four to seven accountabilities)*

**Summary of key functions/accountabilities:**

1. Provide technical support to the integration of key nutrition prevention and treatment interventions on the community sub-health system approach (PIN & CMAM).
2. Provide technical direction for MoH to integrate and lead on the implementation, monitoring and evaluation of acute nutrition interventions at community level, particularly Community-based Management of Acute Malnutrition (CMAM) as part of the national approach to acute malnutrition, and PIN, both delivered by community health workers (CHW).
3. Lead in consolidating the wasting research agenda, including data review on simplified protocols, alternative approaches to MAM, supply system studies and other related studies.

4. Provide technical direction to introduce, where necessary, new approaches, methods and best practices to ensure the quality and viability of the interventions. Provide technical support for the development of guidelines, a robust M&E system and necessary manuals to standardize the procedures among provinces adapted for both emergency and development contexts/phases, ensuring all are well integrated with health systems.
5. Work plan and objectives are effectively implemented, and planned results are timely delivered through technical support and coordination.
6. Project efficiency and effectiveness are enhanced through effective implementation follow-up.
7. Project implementation progress is monitored for adjustment and improvement of program delivery and sustainability. Gender sex aggregated data and inputs provided relevant to the Health & Nutrition programme.
8. Transparency is ensured for supply and non-supply assistance and disbursement of programme funds for Health & Nutrition.
9. Effective partnership and working relationships are maintained for advocacy, technical coordination, information sharing and knowledge networking.
10. Up-to-date programme information is kept available and reports prepared to support the Health & Nutrition programme by the effective implementation of integrated monitoring system.
11. Emergency preparedness is maintained, and in emergencies, emergency responses are effectively provided.
12. Other assigned duties and responsibilities are effectively accomplished.

**IV. Impact of Results** (*Please briefly outline how the efficiency and efficacy of the incumbent impacts its office/division and how this in turn improves UNICEF's capacity in achieving its goals*)

The efficient and effective technical support provided to the development and implementation of strategic advocacy and planning & formulation of health and nutrition programmes/projects and the achievement of sustainable results, contributes to achievement of goals and objectives to create a protective environment for children and thus ensure their survival, development and well-being in society. Achievements in health and nutrition programmes and projects in turn contribute to maintaining/enhancing the credibility and ability of UNICEF to provide programme services for mothers and children that promotes greater social equality in the country.

**V. Competencies and level of proficiency required** (please base on UNICEF Competency Profiles)

**Core Values**

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

**Functional Competencies:**

- 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)

## VI. Recruitment Qualifications

Education:	An advanced university degree (Masters or higher) in Health and/or Nutrition, Child Development, Community Development or other relevant disciplines is required. A relevant Bachelor's degree may be accepted with 7 years of relevant professional experience in lieu of a Master's degree.
Experience:	<p>A minimum of 5 years of professional work experience in planning, programming, implementation and especially monitoring, evaluation and technical development of health &amp; nutrition programmes, with a focus on community health systems and nutrition (related to acute malnutrition) and documented by production of evidence and knowledge products is required.</p> <p>Professional work experience in a programme management function or a technical expert capacity in child survival &amp; nutrition in developing countries is required. Technical experience in community health and acute malnutrition will be considered strongly.</p> <p>Familiarity with the Mozambique context, working with government and experience with the national health and community systems, are critical to achieve the job successfully. Background/familiarity with Emergency.</p>
Language Requirements:	Fluency in English and Portuguese is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) is an asset.