



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

I. Post Information

Post#:xxxxxx

Job Title: **Immunization Specialist**

Supervisor Title/ Level: **Senior**

Immunization Manager P5

Organizational Unit: **Health**

Post Location: **Kinshasa, DRC**

Job Level: **P4,**

Job Profile No.:

CCOG Code: **xxxxxx**

Functional Code: **xxx**

Job Classification Level: **P4**

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.

Organizational context:

End 2021, under the President leadership, the National forum for routine vaccination and polio elimination celebrated the success of Mashako plan, which initial implementation in 16 provinces made the routine immunization coverage raising from 38% in 2018 to 52% by 2020. Based on this success linked to high level political and financial engagement at central and provincial level, and the community engagement and mobilization, all Governors from the 26 Provinces renewed their commitment to not only strengthen immunization coverage, but to reach 75% of children by end of 2023. Unfortunately, the 2021 immunization coverage revealed a drastic drop of more than 12 points (to 41% coverage) due to multiple reasons: the prolonged health workforce strike in 2021 as well as the impact of COVID 19 pandemic on essential services like routine immunization.

In DRC, 734,000 children have never been in contact with vaccination services. This places the country third in the WHO African Region for the highest number of zero-dose children, and sixth worldwide. This high number of zero-dose children is spread across the 26 provinces of the DRC, the most important of which are: Tshuapa (92%), Tanganyika (91%), Maniema (89%), Mongala (83%). Several factors have been identified by the various surveys as being at the root of these missed vaccination opportunities in these different provinces, notably the advent of

Covid-19 in 2019, the displacement of populations in certain provinces following the proliferation of national and foreign armed groups, as well as inter-ethnic conflicts preventing them from requesting vaccination at a well-known vaccination point, natural obstacles preventing access to a part of the population located in small islands or in rivers that are difficult to reach, and the neglect of certain categories of the population living in shantytowns or peri-urban districts in certain large cities. In addition, some data show that 30% of mothers or guardians of children attending health establishments did not have a vaccination card (ECV 2021); 15% of mothers and caregivers are unaware of the need to return for the 2nd and 3rd doses; this proportion falls to 5% according to ECV 2021; 14% of mothers and caregivers lack confidence in immunization services according to ECV 2020, although this indicator is expected to improve to 4% by 2022. According to the targets set by the catch-up plan, the DRC intends to reach at least 70% of missed children by the end of 2025. The first phase of this catch-up plan will target children who were not or insufficiently vaccinated during the acute crisis of the pandemic a COVID19 (from 2019 to 2022).

To generate demand, the catch-up plan provides for:

- The integration of immunization services with other programs (vit A, deworming, LLINs, FP, antenatal and postnatal care; and humanitarian assistance) and sectors and the functionality of the child survival platform in the second year of life are opportunities for health system strengthening.
- Interventions or health services can be integrated efficacy if they are supported by the following community activities:
 - Advocacy to promote integration and coordination between different program administrators;
 - Development of guidelines and standards for the integration of health programs and other sectors.

UNICEF is working alongside the government to contribute to the reduction of morbidity and mortality due to vaccine-preventable diseases, through catch-up activities for missed zero-dose and under-vaccinated children aged 12 to 59 months from 2019 to 2022. Through this catch-up plan, the DRC undertakes to vaccinate at least 70% of zero-dose children (DTP 1) and at least 80% of under-vaccinated children (DTP 3, IPV and VAR); to strengthen the capacities of 100% of providers in targeted health zones; to increase to 100% the adequate availability of vaccines and other inputs at all levels; to ensure 100% the functionality of the cold chain in targeted health zones; and to increase to at least 95% the proportion of parents informed of the catch-up activity.

By Mid- August 2022, some 92587 COVID 19 case have been confirmed and 1396 deaths, throughout five waves of COVID 19 since the first case in March 2020. Meanwhile, despite a National Deployment Vaccination Plan in place and vaccines available since April 2021, DR Congo remains among the countries where vaccination against COVID has not taken off, facing major and complex challenges, reaching less than 5 per cent COVID 19 vaccination coverage nationwide. When 19,3 million vaccine doses have been made available in country, only 7,96 million vaccines doses have yet been used, letting some 8,5 million doses yet available.

Under the MoPH leadership, UNICEF and the partners have been supported the NDVP as well as the updated acceleration plan for a nationwide coverage. Even though, major strategic changes need to now be put in place to drastically change and scale up nationwide the COVID 19 vaccination campaign, while maintaining the essential primary health care services, such as routine vaccination for children or Reproductive maternal newborn child and adolescent health, including HIV AIDS prevention and care.

The ramping up of COVID 19 vaccine procurement including UCC and traditional cold chain equipment, and the high pressure of a mass COVID 19 vaccination campaign for 2022 is adding an additional burden on the routine vaccine supply chain in DRC, calling for proactively address both COVID-19 and RI vaccine deployment, routine as well as campaign activities such as Measles, Polio, Meningitis and Yellow Fever vaccination and address supply chain challenges. To ensure relevant national and subnational authorities (NITAG/CCIA/National EPI agency) have adequate capacity to receive, store, distribute and monitor the upcoming major surge in COVID-19 vaccines while maintaining the focus on routine vaccines, UNICEF would like to recruit a Senior Immunization manager to (i) lead the immunization unit within the health section (ii) focus and restore the priority in strengthening the EPI system (iii) reinforce implementation of

Mashako plan in the 12 UNICEF provinces through an integrated multi- sectorial approach (iv) seize the opportunity of every public health emergency of vaccine preventable diseases such as Measles, polio, yellow fever, meningitis or even cholera or Ebola, to respond to the emergency and control the outbreak while reinforcing the EPI system, and making it resilient to absorb any new shock (v) technically support the Ministry of Public health, prevention and hygiene in the introduction of new vaccine such as malaria vaccine, 2nde dose of IPV, 2nde dose of measles vaccine, or rotavirus vaccine (vi) support the COVID 19 vaccine deployment and COVID 19 response in DR Congo.

Purpose for the job: As Immunization Specialist lead of big catch up (BCU) in immunization for UNICEF he/she

- Supports and advises the DRC Senior Immunization Manager in the development of policies, strategies, programs, and systems for UNICEF's overall immunization program related in zero dose approach, including routine immunization, responding to outbreaks of vaccine-preventable diseases, and accelerating the implementation of the COVID 19 immunization plan. He/She is responsible for providing technical leadership, management guidance, program support and capacity building to the immunization team across the country, in close coordination with other key sectors such as Supply, C4D, WASH.
- Supports the immunization unit of the DRC health section in the application, adaptation and realization of UNICEF's global, regional and national objectives, policies and strategies within the framework of the immunization program in the country, particularly in the catch-up plan.
- Provides management guidance, oversight, knowledge management, policy development, strategy articulation, situation assessment, harmonization of program strategies, capacity building, monitoring and evaluation support, representation, networking and strategic partnership building to UNICEF immunization programs (EPI).
- Ensure the full implementation of UNICEF's health responsibilities, in the context of UNICEF's CPD and as part of the roll-out of COVID 19 immunization in line with the NDVP, through an integrated, multi-sectoral and evidence-based approach.
- Provides support for approaches to integrating the catch-up of zero-dose children into other health interventions (immunization mass campaigns as measles, COVID-19, Polio, Yellow fever or with other sectors. The aim is to boost routine immunization coverage.

III. Key function, accountabilities and related duties/tasks

KEY ACCOUNTABILITIES and DUTIES & TASKS

Within the delegated authority and under the given organizational set-up, the incumbent may be assigned the primary, shared, or contributory accountabilities for all or part of the following areas of major duties and key end-results.

1. Advisory Capacity and Policy Development:

- EPI Programme policies, strategies, and approaches for the Country are developed and advocated.
- Representative, Deputy Representative, Chief of Health and the staff are well advised on Global, Regional and Country programme strategy, policy, and advocacy guidelines of immunization programmes.
- Exercises advisory role and provides guidance, coordination and initiatives in policy and strategy development, in the context of oversight of the implementation of the UNICEF EPI

programme Advise and support the Immunization Unit Manager and other managers on immunization program strategy, policy and advocacy.. Submits recommendations and position papers for use in the development of UNICEF national programme policy. Contributes to the formulation, refinement, adaptation, articulation and communication of UNICEF's technical assistance to the national immunization programme strategies, priorities and approaches.

2. Knowledge Management

- The most relevant and latest technical expertise is maintained, expanded, and disseminated throughout the Country as well as the Organization, and shared with the Government, partners and donors.
- Maintains technical expertise, including open knowledge sharing with the HQ and RO Advisers and national institutions. Serves as national focal point of technical expertise. Monitors developments in technical area, as well as political and social developments, at the federal and provincial levels.
- Ensures establishment, maintenance and improvement of a) quality programme information management; b) information of the situation and trends of immunization; c) dissemination of best practices and lessons learned; d) updates of national policies, technical standards and strategies; e) maintaining a database of consultants and institutions; and f) promotion of relevant research, innovative approaches and programme design.

3. Capacity Building

- Country Office staff and national partners lead federal and provincial programme development, implementation and management processes due to continual, effective capacity building.
- contributes to the implementation of a national program to upgrade the capacity of UNICEF staff in country offices and their partners personnel, as well as key counterpart staff, in EPI. Provides technical guidance and direction for capacity development of UNICEF staff in country offices and of their partners, in the integrated immunization/child health strategy planning, implementation, monitoring and evaluation of immunization/health related MDGs.
- Facilitates support to respond to needs and opportunities, creating a work environment which promotes and facilitates team work and demands ongoing learning and development, setting high standards for measuring success towards reaching health related MDGs in the Country.
- Remains current in related fields to ensure an integrated approach toward immunization/health related MDGs.

4. Technical Leadership and Support:

- Country Offices expand, lead and deliver programmes at a high-quality standard in EPI due to strong technical leadership and harmonized strategies with the Polio Eradication Initiative (PEI) is implemented.
- Combines cutting-edge technology and programme innovation with operational and political perspectives that empower and position UNICEF programmes in immunization/health as a leader in the field and support immunization/health MDGs.
- Advocates and provides leadership for the scaling up of UNICEF's immunization strategy implementation, through a results-based approach. Leads a team of immunization specialists to ensure the highest quality and relevance of a) countries' situation analyses; b) programmatic response; c) capacity building; d) advocacy.
- Monitoring and evaluation; f) documentation and sharing of best practices and lessons learned, ensuring a supportive oversight conducive to the achievement of goals and planned results by the UNICEF country offices and ensuring that UNICEF maintains and strengthens its technical leadership in the area of immunization.
- Provides technical support on immunization to government counterparts and to other programme partners, identifying entry points for implementation of effective interventions, including community-based actions, to improve EPI and EPI synergy in the Country.

- Contributes to the promotion of the development of appropriate programme communication strategies. Ensures effective collaboration with other sections in the office, including Communication for Development, GPEI, Supply and Logistics, Emergency and Field Offices, to optimize technical support to the development, implementation, monitoring and evaluation of country offices work for immunization.

5. Strategic Partnership

- UNICEF is effectively represented in national for a both for EPI and PEI (as necessary), and programme goals and strategies are widely advocated through strategic partnerships with high level and senior government officials, multi-lateral agencies, bi-lateral agencies, NGOs, other UN agencies, and donors Represents and advocates for UNICEF in meetings with high level and senior government officials, agencies, NGOs, and donors, forging internal and external partnerships and stakeholders in the development of harmonized programme interventions, through high level representation in national forums. Contributes to better consultative processes and networking with donors. Builds strategic alliances with various international and regional partners, national associations, entrepreneurs, academics, religious organizations and NGOs.
- Provides technical support to a team of national immunization specialists and network to strengthen and expand strategic partnerships and institutional relationship building, ensuring that UNICEF is recognized and solicited as a trusted partner, developing networks and relationships for expanding programme collaboration.
- Consolidates and sustains networks (including UNICEF staff, WHO, GAVI, WB, bilateral agencies, regional experts, professional associations, academic institutions. etc.) to exchange experiences, case studies and data on immunization. Builds relationships with key immunization partners in the Country and supports dissemination of successful programming strategies. Promotes advocacy and collaborative work with UN Agencies as well as other development agencies to promote immunization efforts. Participates in the inter-agency meetings in the collaboration with the UN country team in support of the attainment of the MDGs in the areas of immunization/health.

6. Advocacy and leveraging

- Financial resources for immunization (EPI) are enhanced by effective advocacy and leveraging.
- Utilizes most effectively the financial resources available for immunization in the Country, by advising and influencing Governments (federal and provincial) and donors on the preparation of project proposals.
- Facilitates and coordinates country office results-based funding proposals; advises and assists in the preparation of results-based project proposals for immunization; facilitates UNICEF's contribution to Governments' and partners' efforts in leveraging large funding for health/immunization.

7. Monitoring and Assessment

- Accurate, coherent and reliable national information is collected, analyzed and reported for monitoring, evaluation and programme report purposes.
- Contributes to the development and review of indicators and participatory approaches for programme monitoring and evaluation in line with the Country Office processes. Monitors trends and evaluates the impact of the programmes and strategies in EPI related areas to achieve the defined goals. Ensures that current information about the situation of children and women, immunization programme performance and evaluation, the attainment of the MDGs, and best practices is available to the UNICEF country office.
- Participates in the preparation of programme reports for management and donors, in budget reviews, programme analysis, annual reports, progress reports on MDG etc.

8. Communication, Networking and Partnership

- Strategic collaboration, communication, partnerships, and networking are forged to develop harmonized EPI programme interventions and broaden UNICEF engagement, especially in relation to synergies with PEI and health systems.
- As the lead for EPI, forges internal and external partnerships in the development of harmonized programme interventions. Develops and maintains partnerships with the Communication group to develop innovative strategies for information, advocacy and resource mobilization.
- Builds strategic alliances with various international and regional partners, national associations, entrepreneurs, academics, religious organizations and NGOs, and broaden UNICEF engagement to the related programmes. Ensures collaboration with PEI in an integrated way.

9. Emergency Preparedness and Response

- Works closely with emergency health unit and emergency section to .
 - Ensures that adequate emergency preparedness measures for vaccine preventable outbreaks (e.g., contingency plans, early warning mechanisms).
 - Identified emergency support
 - Reinforce coordination
- Supports the preparation of funding appeals in consultation with the Chief of Health, emergency health unit and the emergency section. Identifies implementing/operational partners and establishes implementing arrangements, in order to ensure an effective emergency response.

10. Other:

- Other assigned duties and responsibilities are effectively performed with the results delivered.
- Performs or participates in any other duties appropriate to the purpose of this post, assigned by the Chief of Health, Deputy Representative or the Representative, and delivers the results as required.

IV. Impact of Results

The work typically requires developing innovative approaches, new techniques or contributing to policy development/change, and establishing important guidelines. As a functional team leader, the nature of work focuses on facilitation, guidance, collaboration and coordination with Government and partners. As a technical specialist and expert, the Senior Immunization Manager provides oversight and/or guides and supports on planning, integrating and coordinating professional work of intricate, broad, often, of conflicting demands in the federal, provincial and administrative areas. The programme results affect ultimately credibility, reputation and success of programme/sectoral group or the organization • The position has significant freedom to innovate in terms of technical sector strategy and policy. The Senior Immunization Specialist expert advice and knowledge sharing/dissemination play a key role in decision-making by the Chief of Health, Deputy Representative and the Representative. As primary technical expert in the field, the Senior Immunization Manager effectiveness as an advocate and trusted counterpart substantially affects UNICEF's image as a reliable and creative partner in the Country. Advocates effectively for resources and/or mobilize resources through compelling technical expertise and representation. Serves as a catalyst in the expansion and harmonization of programme initiatives by other international or bi-lateral development partners. The scope of the Senior Immunization Manager impact extends beyond programme design and implementation as it affects the national strategies and policies in EPI and to a limited extent PEI.

V. UNICEF values and competency Required (based on the updated Framework)

i) Core Values

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

ii) Core Competencies (For Staff with Supervisory Responsibilities) *

- Nurtures, Leads and Manages People (2)
- Demonstrates Self Awareness and Ethical Awareness (2)
- Works Collaboratively with others (2)
- Builds and Maintains Partnerships (2)
- Innovates and Embraces Change (2)
- Thinks and Acts Strategically (2)
- Drive to achieve impactful results (2)
- Manages ambiguity and complexity (2)

*The 7 core competencies are applicable to all employees. However, the competency Nurtures, Leads and Managers people is only applicable to staff who supervise others.

VI. Recruitment Qualifications

Education:	<ul style="list-style-type: none">• An advanced university degree (Master's or higher) in Medicine, Public Health, Pediatric Health, Global/International Health, Health Policy and Management, Family Health, Socio-medical Sciences, Health Education, Epidemiology, or other fields relevant to immunization.• A first University Degree in relevant field combined with 2 additional years of professional experience may be accepted in lieu of an Advanced University Degree
Experience:	<ul style="list-style-type: none">• A minimum of eight years of progressively responsible professional work experience in all aspects of programme management, and/or advisory capacity, in the technical area or programme sector resulting in recognized expertise in the technical area related to immunization and child survival & health care of which at least 3-4 years in developing countries.• Extensive experience in immunization programs especially in strengthening routine immunization including in a developing country context• Previous work experience in a UN context an asset.• Thorough knowledge and understanding of immunization-related issues with a specific focus on strategies to reach out to and actively engage populations who are socially,

	<p>politically and economically marginalized from accessing routine immunization services.</p> <ul style="list-style-type: none">• Demonstrated capacity of successfully supporting country immunization programs.• Training skills and experience presenting in conferences/large meetings. Experience in policy development, advocacy and financial/program management.• Technical expertise in epidemiology, disease control, immunization.
Language Requirements:	<p>Fluency in French and good command of English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is an asset.</p>