

Programme Advisor

- **Vacancy for:** 1
- **Posted on:** May 11, 2018
- **Deadline:** May 25, 2018, 11:55 p.m.

No. of Vacancies: 01

Duty Station: Nepalgunj with frequent travel to the programme intervention areas

Duration: July 2018 till June 2020

Responsibilities:

Within the Programme, the responsibilities of the thematic area of Human Resource at the local level (municipalities) is to support the delivery of the Basic Health Service Package with the adequate supply, quality and retention of human resources for health to expand services to the most needed. This includes the following:

- Supporting the analysis and the monitoring of health workforce needs based on improved quality, completeness and timeliness of HRH data, including on production, numbers, distribution and retention of health workers, and analysis of skill mix and competencies required to meet current and future health service needs (health coordination unit, etc.)
- Addressing the mismatch between supply and demand including a multi-sectoral approach to leverage the health workforce for Increasing the utilization and efficiency of the workforce in service delivery
- Supporting the implementation of national strategic plans for Human Resources at local level
- Supporting review and reform of health workforce education and training to adapt to health needs of today and tomorrow at local level
- Demonstrating socio-economic impact of investments beyond health gains, and production of cadres that meet the skill-mix needs for service delivery
- Working with local stakeholders and human resource managers to overcome recruitment, deployment, and retention challenges impacting service delivery with possible digital solutions
- Building partnerships and networks with political partners, bilateral and multilateral agencies at local level

Description of duties (but are not limited to)

Under the overall guidance of the Programme Component Leader, the incumbent will:

- Support the development and implementation of the S2HSP on HRH, within the context of the national and particularly local priorities of the MoHP health strategy on health system strengthening for UHC and factors to ensure performance and productivity of the health workforce
- Provide technical advice and support to local authorities as requested to a) ensure HRH development in accordance with health service delivery requirements which are key to the successful implementation of the Basic Health Service Package, based on best available evidence, and to b) strengthen health workforce governance, including the application of the health workforce policy and strategy; regulations and incentives, and engagement with other parts of government involved in HRH development, deployment and retention
- Expansion of availability and utilization of data for HRH decision-making to ensure that the municipalities and their respective bodies for health management have adequate information for decision-making on how health workers are being optimally utilized across facilities and communities
- Identification of capacity needs to support health workforce management, health worker performance and productivity for quality service delivery
- Collaboration with, and promote, effective partnership between health production institutions (academia, CTVET, etc.), health professional regulatory bodies & professional councils/ associations, and among international development agencies active in HRH at local level
- Contribution to models for Innovative financing for HRH
- Perform other relevant functions as required by the programme and particularly the HRH component
- Records lessons learnt, data, documents on HRH and assists PCR in preparing reports and presentations for dissemination and knowledge management, internal and external
- Supports surveys, assessments and studies as required
- Engages in GIZ supported projects for HRH related programmes in other countries if requested

- Assists PCR in knowledge management activities including articles, policy and technical briefs, etc.
- Readiness to frequent travels
- Other relevant activities of S2HSP

Required qualification and experience:

Education

- University Degree in medicine, public health, social or management science, health administration or health service management
- Professional qualification in health workforce education or management would be an asset

Experience

- At least 3 years' relevant experience in health system strengthening, human resources for health development and in advising on effective approaches to different dimensions of HRH capacity development
- Experience in Nepal health system development with a focus on HRH a strong asset. Knowledge and experience of health system, and of other major stakeholders and international agencies are an asset

Skills

- Skills in capacity development of health workforce, human resources for planning, education, management, retention and HR information development and use;

GIZ Competencies

- Teamwork
- Respecting and promoting individual and cultural differences
- Communication
- Building and promoting partnerships across the organization and beyond
- Producing results

Use of Language Skills

- Expert knowledge of English and Nepali

The salary and social benefits will correspond to the rule applicable to GIZ national personnel in Nepal.

Especially women and candidates from underprivileged castes and ethnic groups are encouraged to apply.

Applying Procedure

Interested Nepali citizens are requested to send a complete application including CV with two referees, to the email address <s2hsp@giz.org.np> by **25th May 2018**.

Only applications sent by email will be accepted. (Please write in the subject line while applying by position: for Ref. Nr. - Programme Advisor)".

Only shortlisted candidates will be called for an interview. No telephone inquiries will be entertained. The organization reserves the right to cancel or postpone the whole recruitment process without providing any reasons whatsoever.

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