

Technical Advisor

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

No. of Vacancies: 01

Duty Station: Kathmandu 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 for Health is to support the different layers of the federal system on HRH issues through

- Supporting the analysis and the monitoring of health workforce needs (with focus on the municipalities), 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.)
- Supporting development and implementation of national strategic plans for Human Resources for Health that take account of labour market dynamics, are based on best available evidence, and are designed to support progress towards Universal Health Coverage in Nepal
- Supporting review and reform of health workforce education and training to adapt to health needs of today and tomorrow
- Supporting policies to address health workforce migration, retention, and performance, especially in rural and hard-to-reach areas
- Catalysing research on HRH
- Building partnerships and networks with political partners, bilateral and multilateral agencies

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 in alignment with the national priorities of the MoHP health strategy on health system strengthening for UHC and factors to ensure performance and productivity of the health workforce
- Maintain up to date information on health workforce strengthening developments at country level with a focus on key trends in education; health workforce retention and migration; improved HRH governance and data
- Provide technical advice and support to national authorities as requested to a) ensure HRH development in accordance with health service requirements and overall health sector priorities and plans, based on best available evidence, and to b) strengthen health workforce governance, including health workforce policy and strategy; regulations and incentives, and engagement with other parts of government involved in HRH development, deployment and retention
- Support improvements in national HRH information systems to generate quality HRH data to monitor progress on HRH, for national reporting needs
- Work with Ministry of Health and Population and particularly with municipalities on the development of high quality HRH tools, guidelines as well as capacity development, and provide guidance on the relevance and use of those in other municipalities; work with other colleagues in other thematic areas on cross-cutting health workforce development issues
- Collaborate with, and promote, effective partnership between health production institutions (academia, CTNET, etc.), health professional regulatory bodies & professional councils/associations, and among international development agencies active in 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

Experience

- At least seven years' relevant experience in human resources for health development - health workforce policy analysis, planning, management, monitoring and research; in providing policy advice on HRH development in accordance with current and future health service requirements, and in advising on effective approaches to different dimensions of HRH institutional capacity development
- Experience in Nepal in 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

- Expert and up-to-date knowledge and skills in human resources for health policy, planning, education, management, retention and HR information development and use; substantial knowledge of public health and health systems, with an in-depth knowledge of the relationship between human resources and the development of health systems for universal health coverage in different political and economic contexts; familiarity with concepts and methods of research in HRH, and skills in synthesizing the latest evidence in HRH policy and practice

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 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. 18005 - Technical 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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