

ADVISOR, HEALTH ECONOMICS AND FINANCING (PAHO/12/FT403)

12 October 2012

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Vacancy Notice No: PAHO/12/FT403**Date:** 11 October 2012**Title:** Advisor, Health Economics and Financing**Application Deadline:** 8 November 2012
(27 day(s) until closing deadline)
Currently accepting applications**Grade:** P4**Duty Station:** Washington, D.C., United States of America**Contract type:** Fixed-Term Appointment**Duration of contract:** Two years, first year probationary period**Organization unit:** AM Americas (AM)
Health Systems based on Primary Health Care / Health Governance, Policy and Planning, Health Systems Strengthening (HSS/HS)**OBJECTIVES OF THE PROGRAMME :**

Develop sound technical cooperation programs that promote and strengthen primary health care based health systems, health policies, health services and programs, technologies and medicines, health investment and financing, health research and development of human resources for health. Support country and territory capacities, facilitate inter-country networks and cooperation, and implement and evaluate inter-sectoral approaches to improving health.

Description of duties:

Under the general supervision of the Manager, Health Systems based on Primary Health Care (HSS) and the direct supervision of the Senior Advisor, Health Governance, Policy and Planning, Health Systems Strengthening (HSS/HS), the incumbent is responsible for, but not necessarily limited to, the following assigned duties:

- a) Provide technical advice on health economics and financing; analyze the relationship between economic development, health situation and health policies of the countries of the Region from a macro-economic perspective;
- b) Design, adapt and promote the use of economic and financial tools in the analysis of health and health sector issues, and in the evaluation of likely impact of public policies;
- c) Promote, implement and support the analysis and formulation of innovative alternatives for health sector financing;
- d) Oversee the updating and improvement of the Organization's databases on national health expenditures and financing;
- e) Plan, coordinate, conduct and supervise training and research activities in the area of expertise;
- f) Advise and participate in collaborative activities with Economic Commission for Latin America (ECLAC), the World Bank, the Inter-American Development Bank (IDB), The United Nations Children's Fund (UNICEF) and other agencies working in the field of health economics;
- g) Coordinate the Organization's cooperation with regional, sub-regional and international economics and health economics associations (e.g. International Health Economics Association (IHEA); American Economic Association (AEA); Latin American and Caribbean Economic Association (LACEA); Latin American Econometric Society (Econometrica)); sub-regional and national health economics associations; centers/departments of health economics from academic institutions; regional and sub-regional, etc.;
- h) Advise and collaborate in the development, implementation, and evaluation of technical cooperation programs in the areas of health financing geared to the strengthening of national health care systems, in alignment with the efficiency and equity goals under Integrated Health Service Delivery Networks (IHSDN);
- i) Promote and develop collaborative activities with professional and academic organizations aimed at disseminating and advancing the development of comprehensive, integrated and continuing care to be financially sustainable;
- j) Support countries in building partnerships for strengthening health financing systems, engaging national, regional and global stakeholders.
- k) Support and provide technical cooperation to Member States for improving countries' institutional capabilities in the design, implementation and monitoring of health financing policies aimed at increasing financial risk protection, reduction of out-of-pocket expenditures in health, and efficiency gains in the use of resources and in purchasing and service delivery;
- l) Advise and provide support for the development of economic, financial, macroeconomic and fiscal implications of public health policies and cost-effective public health interventions toward the expansion of coverage of national health care systems;
- m) Coordinate and support cooperation initiatives between international organizations and countries to facilitate the construction of economically and fiscally sustainable national health systems of universal coverage that incorporate the approach of an Integrated Health Service Delivery Networks (IHSDN); and the provision of efficient, equitable and quality health care services.
- n) Collaborate with national authorities and technical areas in the development of tools, indicators and information on the economic and financial aspects of integrated public health programs, with special emphasis on gender, age, and ethnic considerations.
- o) Collaborate with national authorities and other entities of the Organization on developing effective mechanisms for the tracking of resources and identification of public health investments needed for the achievement of the Millennium Development Goals;
- p) Collaborate with country offices, other UN specialized agencies, multilateral and bilateral agencies and international financial institutions in the development of joint programs for strengthening national capabilities in the areas of health economics and financing, economic evaluation and costing of health strategies and cost-effectiveness of public policy interventions, and national health accounts within the System of National Accounts (SNA) and/or National Statistical Development Strategies (NSDS) frameworks in countries;
- q) Promote the mobilization of national and international resources in support of the Project's programs and/or projects;
- r) Participate in the preparation of the Project's Biennial Work Plan (BWP), budget and technical evaluation reports;
- s) When called upon to directly supervise staff, establish clear work objectives, conduct timely and effective performance appraisals, provide coaching and feedback, and support staff development opportunities;
- t) Perform other related duties, as assigned.

REQUIRED QUALIFICATIONS**Education:**

A bachelor's and master's degree in economics with related training in health economics and financing from a recognized university.

Skills:**Key Behavioral Competencies**

Intra-institutional Action: Operates in a fair, consistent and equitable manner, and displays such behavior by example. Ensures that the mission and the values of the Organization as well as the setting in which projects will be carried out are the drivers in one's technical work. Understands the results required and performs to that standard. Behaves consistently in accordance with the Code of Ethics of the Organization.

Information Management: Processes and analyzes the data objectively, presenting it clearly and equitably. Leads the effort to acquire relevant and selected information that facilitates the achievement of organizational results. Evaluates/leads the evaluation of information systems on the basis of its advantages/disadvantages for processing information relevant to the area of work.

Analysis, Synthesis, and Forecasting: After analyzing situations on the basis of the available evidence and knowledge, leads one's area of responsibility toward individual and collective actions. Encourages the importance of continual analysis. Verifies and promotes that action is taken in situations that will require future intervention, based on ongoing analysis. Leads others in decisions needed to implement required actions. Is capable of anticipating the implications of analyzed situations between one and two years ahead.

Knowledge Management: Supports and develops networked and community working. Identifies, develops and nurtures networks and communities. Identifies and builds on working networks that enable knowledge and information flow. Designs and implements knowledge and information services. Enables utilization of knowledge and information sources. Delivers relevant knowledge and information in most appropriate form. Participates in and learns from networked and community approaches.

Thinking, planning and the strategic management of technical cooperation interventions: Selects priority ideas for executing the interventions after anticipating their potential problems and solutions. Participates in the preparation of strategic plans, providing input about their impact,

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quality, critical points, and risks.

Evaluation of technical cooperation interventions: Evaluates criteria for the interventions at the process, management, and outcome level, in addition to technical cooperation evaluation plans, in keeping with the PAHO's strategic direction.

Resource mobilization: Works in an objective manner to obtain and apportion resources (financial and non-financial) according to need. Supports and advises technical areas to enable best use of resources are aligned with the mission and vision of the Organization. Is able to work in a multicultural environment. Is flexible and has the ability to work well under pressure. Is able to give feedback to partners within and outside the organization about the use of the resources and the results acquired.

Technical Expertise

- Strong knowledge of conceptual and methodological issues of inter-linkages between macroeconomic, fiscal and health financing issues and in the areas of health economics and health financing of national health systems.
- Expert skills in measuring and analyzing the relations between health and development, the economic determinants of health and the impact of health investments on national economies.
- Technical expertise in providing technical assistance in the development of financially sustainable national health policies, strategies, plans and/or programs under the primary health care principles and values.
- Expertise in economics, public finances, and in health economics and financing geared toward expanding coverage of public health and social protection programs to reduce the financial risks associated with diseases and accidents.
- Practical experience in providing technical assistance in assessing economic and financial aspects of health sector projects and/or health sector programs or policies; including economic evaluation and costing of health care interventions.
- Expertise in estimating and monitoring the distributive dimensions of national health expenditures. Excellent knowledge of national accounts including knowledge in the application of the Government Finances Statistics Manual (GFSM) and understanding of conceptual and methodological issues related to health accounts (national health accounts, national health expenditure accounts and health sector/systems satellite accounts).
- Knowledge in the use of global and regional databases on national accounts, government finances, national health expenditures, consumer price indexes, household surveys and other social and economic indicators.
- Knowledge and skills in the formulation of technical cooperation interventions and in the development of criteria for evaluating program interventions and evaluations with emphasis on health care services.
- Strong professional oral and writing skills including the development of reports, oral presentations, and technical/persuasive documents for consideration at the highest levels of the Organization.

IT Skills

Demonstrated ability to effectively use a computer and utilize software programs such as Microsoft Office Word, Excel, PowerPoint, SharePoint and Outlook. Other IT skills and knowledge of other software programs such as Visio and Project will be an asset.

Experience:

Nine years of combined national and international experience in conducting economic analysis and applied research on social policies, income distribution, poverty and/or health and development issues. Experience should also include work in the international field on activities in the area of economic and financial analysis and evaluation of health sector projects and policies; health economics and financing and broader social and economic development issues.

Languages:

Very good knowledge of English or Spanish with working knowledge of the other language. Knowledge of French and/or Portuguese would be an asset

Additional Information:

PAHO offers an attractive compensation package including an annual net salary (subject to mandatory deductions for pension contributions and health insurance), dependency benefits, pension plan, health insurance scheme, and 30 days annual leave. Benefits for internationally recruited staff may include travel and removal expenses on appointment and separation, assignment grant, rental subsidy, and home leave.

ALL APPLICANTS ARE REQUIRED TO COMPLETE AN ON-LINE PERSONAL HISTORY FORM TO BE CONSIDERED FOR THIS POST.

CANDIDATES WILL BE CONTACTED ONLY IF THEY ARE UNDER SERIOUS CONSIDERATION. A WRITTEN TEST AND/OR INTERVIEW WILL BE HELD FOR THIS POST. THE POST DESCRIPTION IS THE OFFICIAL DOCUMENTATION FOR ORGANIZATIONAL PURPOSES.

THIS VACANCY MAY BE USED TO FILL OTHER POSITIONS IN THE ORGANIZATION THAT MAY BECOME VACANT AT A LATER DATE, AND WHICH HAVE SIMILAR REQUIREMENTS AND DUTIES AS THE ONES STATED IN THIS NOTICE.

Annual salary: (Net of tax)

US\$ 67,483.00 at single rate
US\$ 72,467.00 with primary dependants

Post Adjustment: 48.4 % of the above figure(s). This percentage is to be considered as indicative since variations may occur each month either upwards or downwards due to currency exchange rate fluctuations or inflation.

Online applications are strongly encouraged to enable WHO to store your profile in a permanent database. Please visit WHO's e-Recruitment website at: www.who.int/employment. The system provides instructions for online application procedures.

All applicants are encouraged to apply online as soon as possible after the vacancy has been posted and well before the deadline stated in the vacancy announcement.

WHO is committed to workforce diversity.

Any appointment/extension of appointment is subject to WHO Staff Regulations, Staff Rules and Manual. Only candidates under serious consideration will be contacted.

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