



**UNITED NATIONS CHILDREN'S FUND  
JPO Request Form**



Village Health Volunteers (VHVs) toolkit-field testing

**Training and Learning Plan**

- ✓ Participation in a one-week JPO Induction Programme in New York;
- ✓ Guidance and advice in relation to training opportunities within the field of expertise;
- ✓ Use of yearly JPO training funds for internal/external training opportunities;
- ✓ Participation in the Mentoring, Coaching, and Career Counselling and Career transition programmes;
- ✓ Encourage field mission and/or stretch assignment during and after the 2<sup>nd</sup> year

In addition, the JPO will benefit from the following specific learning opportunities in the receiving office:

- ✓ JPO will work with diverse team of national and international staff
- ✓ Extensive learning opportunity on different thematic areas including Immunization, maternal, Newborn and Child health,
- ✓ Interaction with policy makers, health managers and service providers at different levels

Please also mention the following:

- ✓ Career prospects and potential for retention. The PHC through community Health promotion is gaining interest nationally and globally as a tool to achieve Universal Health Coverage targets. Therefore, depending on the funding situation nationally and other countries a potential area of career progression.
- ✓ Supervisor's experience in coaching and development of young professionals. The supervisors of the post (chief of Health) possess over 20 years of extensive experience in related area of work, mentoring and providing technical and managerial leadership to staff.

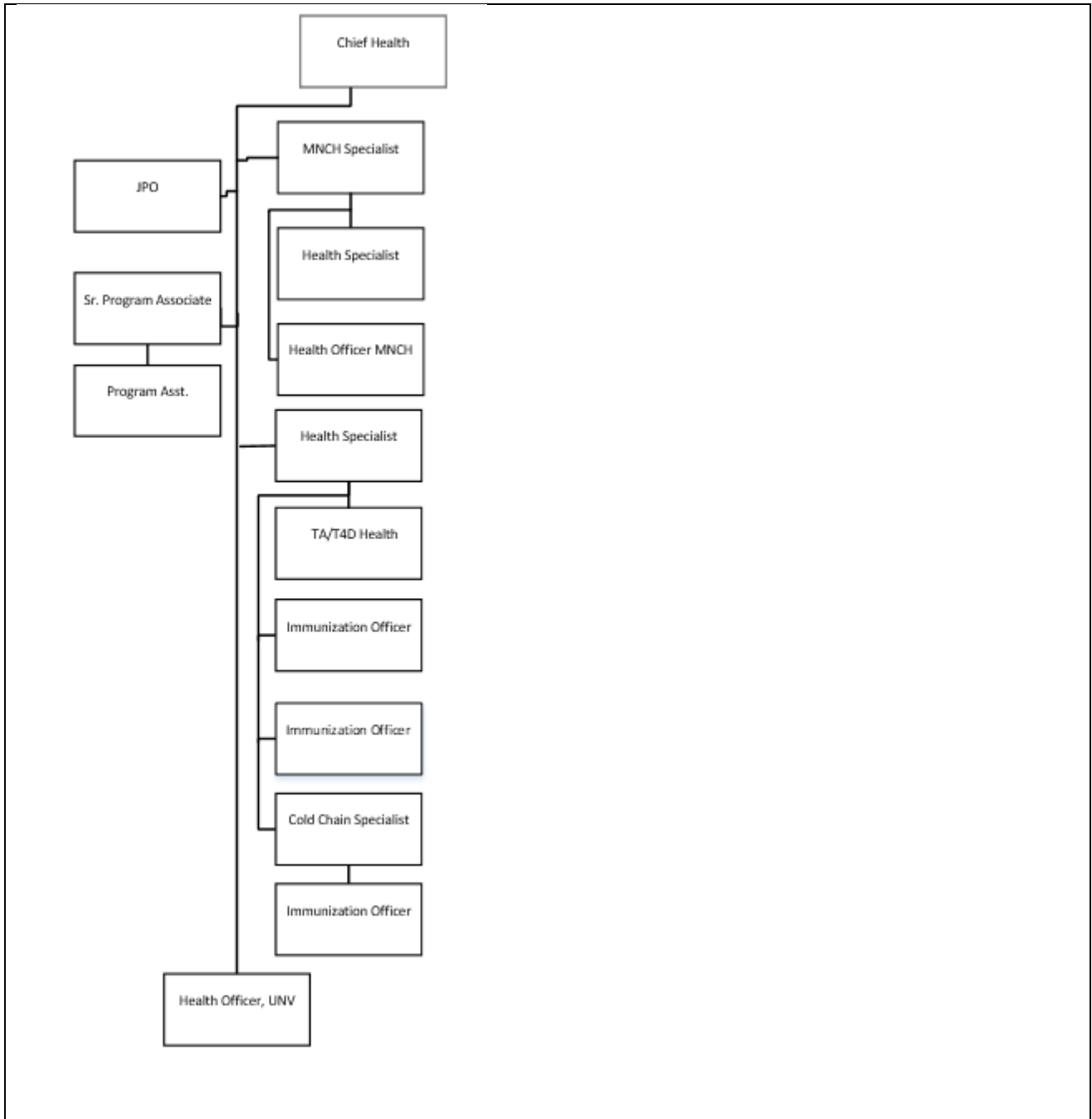
He has successfully managed and coached staff and young professionals during his career with UNICEF and other organizations.

**Information and living condition of Duty station: [For Filed Office locations only]**

General Information	<b>Location of the workplace:</b> The workplace is located by the side of the Mekong River, 3km from the center of Vientiane Capital and easy to reach. Commute is either done by private car, taxis or bicycles. The JPO will be based within the Child Protection Section of the UNICEF Lao PDR Office in the Capital City of Vientiane. The assignment will also require periodic travel to support programme implementation, monitoring missions and facilitate child protection activities in the provinces. All work-related travel supports to sub-national level, including air tickets, car rentals, security clearance and will be supported by UNICEF as per UNICEF rules. The UNICEF Lao PDR Office is a multi-cultural working environment with around 100 staff working to protect and advance the rights of children.
Security	Lao PDR is a family duty station and is relatively safe but special cautions must be aware when walking alone during the dark. As part of the appointment process, the JPO is required to complete the B-SAFE training and submit the certificate.
Housing	There is a wide range of options for accommodation, including apartments and individual houses. Rents vary from approximately USD500 per month for a small house or one bedroom apartment to USD1,500 per month for larger properties.
Schools & Childcare	Most of international staff's children attend international schools with an academic system that is widely recognized abroad. International schools often include a kindergarten and pre-school classes (sometimes even a nursery) for younger kids. It is advisable to ask your embassy in Vientiane which schools your compatriots prefer for their kids.
Work for spouses & partners	Work opportunities for spouses/partners are limited. However, if hired by any organization a work permit must be applied for through the same hiring organisation.

**Reporting line of the JPO [Please insert an org chart that is showing the reporting line of the JPO]**

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**UNITED NATIONS CHILDREN'S FUND  
SPECIFIC JOB PROFILE**

**I. Post Information**

Job Title: Health Officer  
Supervisor Title/ Level: Chief, Health (P4)  
Organizational Unit: Health Section, Lao PDR  
Post Location: Vientiane, Lao People's Democratic Republic

Job Level: P2  
Job Profile No.:  
Job Classification Level: P2

**II. Strategic Office 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 programs, 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.

**Strategic office context:**

Lao PDR has made significant progress in reducing maternal and child mortality (Maternal Mortality (126/100, 000) with SDG target of <70/100,000, while U5 mortality is 46/1000 against SDG target of <25/1000. High political commitment and leadership and availability of community infrastructure of Human and Institutional Resources will facilitate effective implementation of community health initiative in Lao PDR to achieve the SDG targets. The Lao PDR is in final stages of endorsement of the PHC law to contribute to creating an enabling environment for promotion of PHC-through community health approach. The Village Health Volunteers (VHVs) about 200,000 nationwide are important workforce to achieving this objective. Emphasis will be on enhancing access to PHC services including immunization for communities, in remote areas. Extensive capacity building, equipping, monitoring and supportive supervision and documentation of the VHV engagement, and strengthening Model Health

Villages are major task for Health program. The VHV toolkit (training material) has been developed and endorsed by the MoH used to enhance the capacity for responsive and quality contribution. UNICEF in close collaboration with UNICEF HQ and Regional Office will facilitate provision of appropriate technical and financial support in planning, implementing, and evaluating the community health programme and PHC. Hence, this will be major contribution to achieving National (NESDP), global (SDGs) targets.

**Purpose for the job:**

Under the overall guidance and direct supervision of the Chief of health the JPO will contribute in facilitating trainings, Coordination, monitoring, evaluation and documentation of Primary Health Care-Community Health initiative in the country.

The main area of responsibilities will include;

- a) Development of training plan for VHVs in coordination with MoH and key partners
- b) Coordination and organizing joint meetings/progress review with key partners
- c) Facilitate training of Maser trainers at national/provincial level and monitor at field level
- d) Documentation of the process/lesson learned for evidence-based advocacy & wider replication
- e) Coordinate with WASH, Nutrition and Communication/SBC for multi-sector response

**III. Key functions, accountabilities and related duties/tasks:**

1. Facilitate strengthening of training mechanism at national, provincial, district & village level in close coordination with MoH Technical staff & UN agencies & other development partners
2. Assist selected VHVs to facilitate village heads for monitoring of progress against key Health indicators to qualify for Model Healthy Village status and assist in evaluation of MHVs, too.
3. Assist in and contribute to resource mobilization for PHC including immunization
4. Undertake monitoring visit to UNICEF supported intervention areas and undertake progress review and documentation of the process and lesson learned Establishment
5. Assist in undertaking assessments and evaluation and mapping of VHV and other workforce

**IV. Impact of Results**

The dedicated technical support will facilitate the UNICEF LCO to achieve desired targets in reducing maternal, Neonatal and Child morbidity and mortality through promotion of PHC-Community Health approach. This is one of the most important strategic approaches to achieving

Universal Health Coverage and Government of Lao PDR is putting more emphasis on engagement of Village Health Volunteer nationwide to enhance access to PHC services. Hence, a government and UNICEF priority area of support to contribute to achieving SDGs goals. This will be a significant contribution in prevention of maternal, Neonatal & child morbidity and mortality in the country through strengthening of responsive Community health services.

## V. Competencies and level of proficiency required

(Please base on UNICEF Competency Framework)

<b><u>Core Values attributes</u></b>	<b><u>Functional Competencies</u></b>
<ul style="list-style-type: none"> <li>• Care</li> <li>• Respect</li> <li>• Integrity</li> <li>• Trust</li> <li>• Accountability</li> </ul>	<ul style="list-style-type: none"> <li>• Persuading and influencing (1)</li> <li>• Applying technical expertise (1)</li> <li>• Learning and researching (2)</li> <li>• Planning and organizing (2)</li> </ul>
<p><b><u>Core competencies skills</u></b></p> <ul style="list-style-type: none"> <li>• Nurtures, Leads and Manages People (1)</li> <li>• Demonstrates Self Awareness and Ethical Awareness (2)</li> <li>• Works Collaboratively with others (2)</li> <li>• Builds and Maintains Partnerships (2)</li> <li>• Innovates and Embraces Change (2)</li> <li>• Thinks and Acts Strategically (2)</li> <li>• Drives to achieve impactful results (2)</li> <li>• Manages ambiguity and complexity (2)</li> </ul>	

## VI. Recruitment Qualifications

Education:	A university degree in public health, social and behavioral science, sociology, anthropology, psychology, communication, public relations or another relevant technical field.
Experience:	<ul style="list-style-type: none"> <li>• A minimum of 2 years of progressively responsible work experience in public health/social sector,</li> <li>• Good understanding and knowledge of the health programming and community health and Primary Health care.</li> <li>• Planning and coordination skills, with proven ability to work with various stakeholders.</li> </ul>

Language Requirements:	Fluency in English (verbal and written) is required and ability to speak and write Lao is an asset
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