Career and professional development in WHO

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Overview

- Career management workshops
- Career paths
• Career management workshops
Support Initiatives - Mobility

• **Successful candidates**
  
  **Professional:**
  
  - **Handover:** institutional knowledge and on-the-job coaching
  - **Language and Mobility Package:** Cultural Navigator and Country Guide (UN and non-UN Languages)
  - **WHO Mentoring Programme:** 4 key drivers, collaboration with UN Secretariat, Ombudsman and GER

  **Personal:**
  
  - **Documentation on living and working** in the new duty station (e.g., housing, schooling etc.) – World Bank
  - **Spouses support:** CV Writing Clinics and Languages

• **Unsuccessful candidates**
  
  Career Mgt., Career Counselling and CV Writing
Support Initiatives


[Links to relevant resources]

- Pilot, HR Strategy Pillar 2, Retaining Talent: Career Management

- Extension of the programmes to all levels of the Organization
Career Management Workshops

Participants by:
- Gender
  - Female
  - Male

Participants by:
- Grades
  - G4
  - G5
  - G6
  - P1
  - P2
  - P3
  - P4
  - P5
CV Writing Clinics in 2016

➢ Target audience: staff interested in mobility/rotation, spouses, all interested staff.

➢ **DATES** in 2016
  • 05 July
  • 06 September
  • 18 & 25 October
  • 15 & 22 November
  • 06 & 13 December
Language Programme

- «Mobility Pack» for staff and spouses
- UN or non-UN languages (pilot)
- Cultural Navigator
- Country Guides will be available for 100 countries
Coaching

- On-the-job support to enhance performance
- Choice of internal or external coaches
- MOUs with HRD to use this service
- Contacts of potential coaches are listed in the Career Management Portal
WHO Mentoring Programme

Key drivers

- **Enhance** WHO core and managerial competencies and technical skills
- **Share** knowledge, information, *know-how* also through networking
- **Address** work-related challenges affecting performance and career development
- **Ensure** that women are given special attention towards development opportunities
• Career paths
Enhancing Career Choices
The three project components

Competency Framework
It defines the required behavioral competencies by job level showing a developmental progression

Learning Pathways
They define the knowledge, skills and behavioral competencies to enhance job performance and personal development, as well as what is required for future career moves

Career Paths
They define and facilitate the progression along individual career pathways by job family and occupational group
GTB | HRD

Critical TB roles | HR Strategy Pillar 2

100 post descriptions | 15 GTB Experts

100 Career Profiles | 7 Focus Groups

2 Best Practice Sessions | HQ, ROs, COs
Inputs
Career Paths
Career Profile: HQ/TME, P-3 Technical Officer

**Job requirements**

**Education**
- Masters degree in Health economics and health financing or epidemiology

**Skills (Core Functions)**
- Monitor, evaluate and analyze trends
- Policy, Norms and Standards

**Competency profile**
- Core (Level 2)
- Managerial (Level 1)

**Experience**
- 5 years in public health
- Analytical work (economics or epidemiology)

**Languages**
- English and French

**Other requirements**
- Computer literacy
- STATA or R.

**(some) Learning Resources**
- Training in biostatistics
- Training in M&E

**Experience**
- 5 years in public health
- Analytical work (economics or epidemiology)

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**Knowledge of:**
- Principles and methods of epidemiologic and/or economic analysis of health care programmes.

**Skills (Activities):**
- Data Mgt., analysis, M&E
- Reporting
- Monitoring and implementation

**Competencies:**
- Producing results (CORE)
- Fostering integration and teamwork (CORE)
- Respecting and promoting individual cultural differences (CORE)
- Communicating in a credible and effective way (CORE)
- Ensuring the effective use of resources (MANAGERIAL)

**Geographic Distribution of P3-P4 Posts**

**What other posts are available?**

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<tr>
<th>P-3 (same job family)</th>
<th>P-4 (same job family)</th>
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<tbody>
<tr>
<td>Technical Officer</td>
<td>Public Health Specialist</td>
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<td>Medical Officer</td>
<td>Statistician</td>
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<td>Epidemiologist</td>
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<td>Data Manager</td>
<td>Medical Officer</td>
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<td>Information Officer</td>
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<th>P-3 in other job families:</th>
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As of July 2015