

# Career and professional development in WHO

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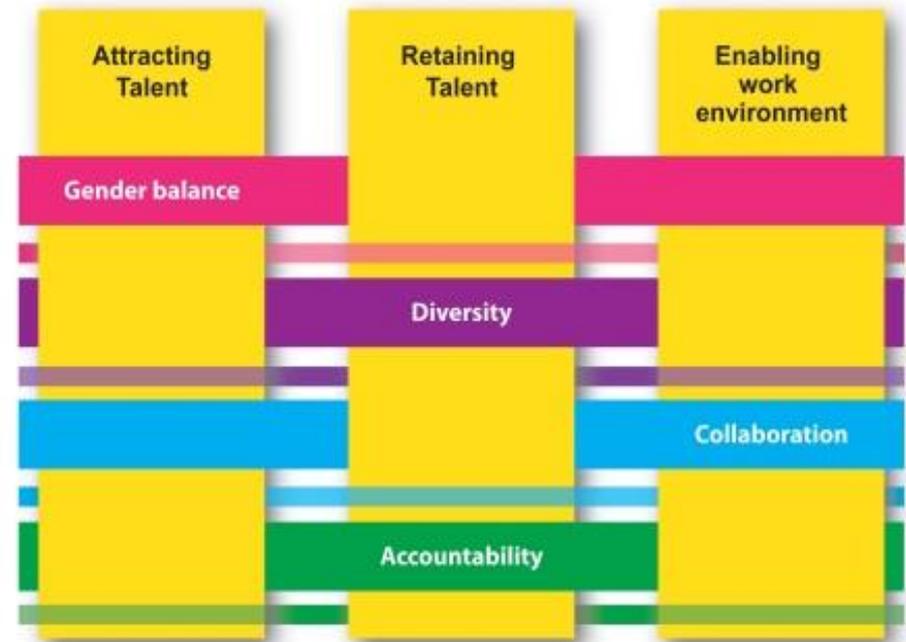
*CSAIO – Luxemburg - 23 September 2016*

# 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



- Looked at best practices: CEB/HR Network, Career Mgt.

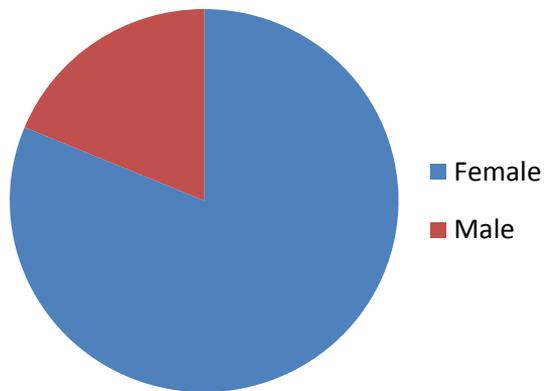
[Career Management Community of Practice | United Nations System Chief Executives Board for Coordination](#)

- Pilot, HR Strategy Pillar 2, Retaining Talent: Career Management
- Extension of the programmes to all levels of the Organization

# Career Management Workshops

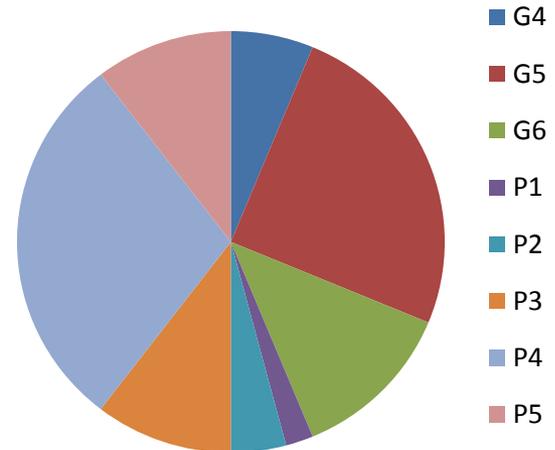
**Participants by:**

**Gender**



**Participants by:**

**Grades**







# 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

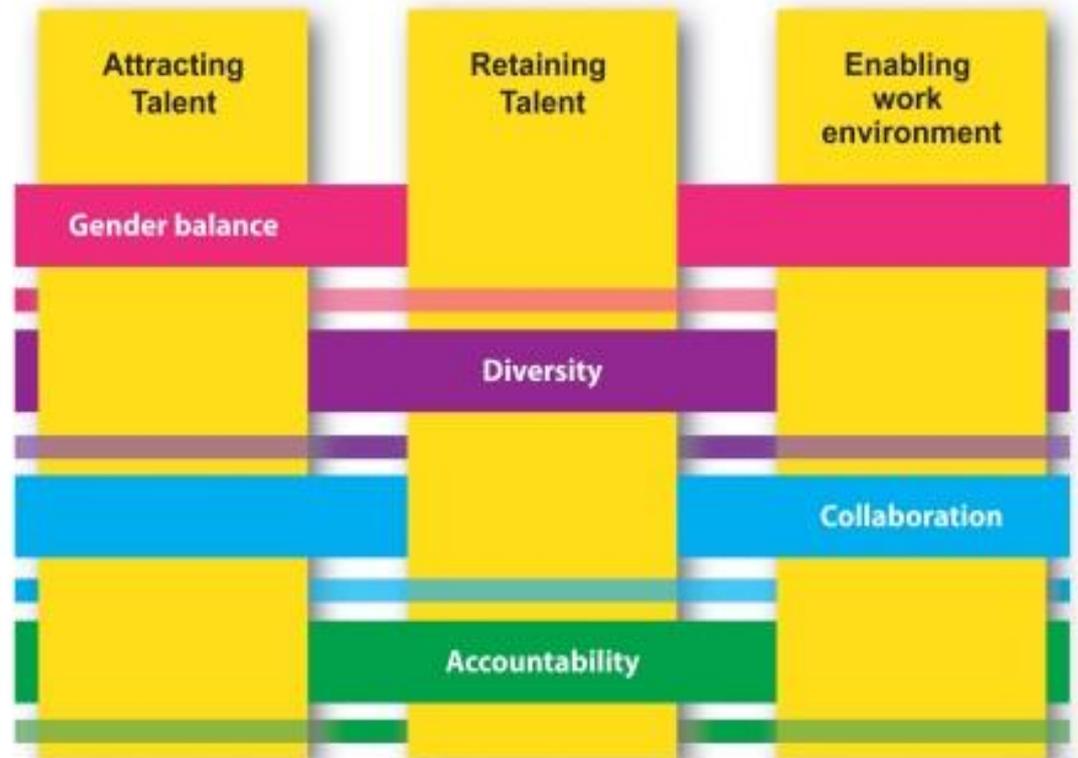
**Enhance** WHO core and managerial competencies and technical skills

**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

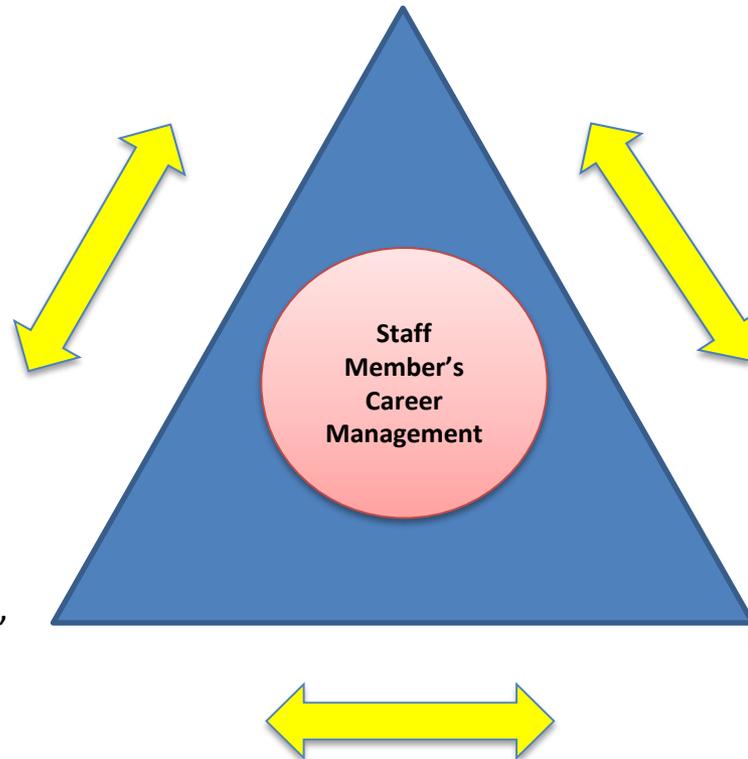


# Enhancing Career Choices

## 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

**100** post descriptions

**15** GTB Experts

**GTB** ↔ **HRD**

Critical TB roles

HR Strategy Pillar 2

100 Career Profiles

**7** Focus Groups

**2** Best Practice Sessions

HQ, ROs, COs  
Inputs  
Career Paths

## HQ/TME, P-3 Technical Officer: What are the 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)

**Job requirements**

### 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

## HQ/TME P3 Technical Officer

### 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)

## What other posts are available?

P-3 (same job family)	P-4 (same job family)
Technical Officer	Public Health Specialist
Medical Officer	Statistician
Epidemiologist	Technical Officer
	Data Manager
	Medical Officer
	Information Officer
<b>P-3 in other job families:</b>	<b>P-4 in other job families:</b>
AFRO (ToT - Unit, Dpt., Clus., Off..)	AFRO (ToT - Unit, Dpt., Clus., Off..)
EMRO (ToT - Unit, Dpt., Clus., Off..)	EMRO (ToT - Unit, Dpt., Clus., Off..)
EURO (ToT - Unit, Dpt., Clus., Off..)	EURO (ToT - Unit, Dpt., Clus., Off..)
WPRO (ToT - Unit, Dpt., Clus., Off..)	WPRO (ToT - Unit, Dpt., Clus., Off..)
SEARO (ToT - Unit, Dpt., Clus., Off..)	SEARO (ToT - Unit, Dpt., Clus., Off..)
HQ (ToT - Unit, Dpt., Clus., Off..)	HQ (ToT - Unit, Dpt., Clus., Off..)

## Geographic Distribution of P3-P4 Posts

