

## **Global Health Workforce Alliance: Terms of Reference for Intern Programme**

### **Objectives of the WHO Programme/Department:**

The 2006 World Health Report acknowledged the shortage of health workers as **one of the main bottlenecks** in achieving the **health MDGs**. Responding to calls for a **broad-based platform** capable of engaging with all relevant groups to find solutions to this **"multi-sectoral"** issue, the Global Health Workforce Alliance (the Alliance) was **launched at the 59th World Health Assembly**. The Alliance is a partnership – hosted by WHO - of national governments, civil society, international agencies, finance institutions, researchers, educators and professional associations dedicated to identifying, implementing and advocating for solutions to health worker challenges. The Alliance currently consists of more than **380 member** organizations representing all key stakeholder groups in all geographic areas.

**The Kampala Declaration and Agenda for Global Action (KD/AGA)** is the guiding document of the Alliance. This is a framework comprising six interconnected strategies to bolster the health workforce, relating to strengthening leadership, better use of evidence, scaling up training, improving retention, managing international migration and increasing investments for health workers.

- This intern programme is focused on supporting the KD/AGA, using the WHO code of practice on international recruitment of health personnel as a benchmark to guide activities and measure progress. The assignment will focus on engagement with country-level Alliance members, providing support in the design and development of HRH situation analyses and compilation of best practices in relation to seven selected areas, with particular focus on how current practices in each of the areas contribute or not to better management of health worker migration: 1. education, 2. career patterns, 3. retention, 4. labour market incentives, 5. diaspora engagement 6. circular migration opportunities, 7. mitigation of negative impact of health worker migration.
- The research findings will be disseminated and discussed at quarterly meetings hosted on a rotating basis by Geneva-based permanent missions to the UN.
- Dissemination will be multiplied through a range of social media communication tools and partner websites and tools.
- All elements of the assignment will feed into the development of multi-partner project proposals which will be presented to bilateral and multilateral agencies, foundations, individuals and private sector companies to explore funding opportunities.

## Duties, Responsibilities and Output expectations

### I. Outreach and documentation – 50%

The intern will assist in supporting country-based Alliance members to **develop situation analyses** in selected countries, on HRH policies, incentives and regulatory measures as they relate to the seven selected areas of study above. The work will consist of supporting country-based Alliance members to identify challenges and opportunities for action from the perspectives of all affected stakeholders, also aimed at complying with the provisions of the WHO Code of practice on international recruitment of health personnel.

The intern will liaise with country-based Alliance members in selected countries to **document best practices** relating to HRH policies, incentives and regulatory measures in countries signed up to the WHO Code of practice on international recruitment of health personnel.

### II. Advocacy - 30%

Support the secretariat in convening meetings of health attaches and representatives of permanent missions to the UN in Geneva, under the name: "Stand up for health workers". The work will consist of : liaison and logistical support to each organizing mission upon request; coordinating dissemination of updates of HRH best practices at the event, on Alliance and member websites, and all Alliance social media platforms. The intern will assist the Alliance communications team to ensure all web content is prepared appropriately and in time, and to coordinate webinars, and social media components relating to the event.

### III. Project development and resource mobilization - 20%

The intern will assist in identifying and mapping the relevant skills, experience and needs of members from private sector, academia, health professional associations and other UN and international organizations within his/her network. Working with the Alliance member relations officer, he/she will contribute to the development of multi-partner models which align members' activities around the common goal of addressing health worker shortages and in the preparation of multi-partner proposals aimed at funding projects through bilateral and multilateral agencies, foundations, individuals and private sector companies under the leadership of the Alliance.

## **PROFILE**

### **Qualifications and Experience:**

#### **Education:**

The intern should have completed at least three years of a University Degree programme in: political science, economics, communications or other relevant area; familiarity with social media tools essential; familiarity with international affairs and/or development required.

#### **Skills required for the assignment:**

Research skills, Report writing skills, Computer skills, Language skills in English, familiarity with social media platforms, and computer literacy in MS office.

Language skills in French and/or Spanish will be an asset but not essential.

#### **WHO competencies required for the assignment:**

- Moving forward in a changing environment
- Respecting and promoting individual and cultural difference
- Fostering integration and teamwork
- Promoting innovation and organizational learning
- Communicating in a credible and effective way
- Knowing and managing yourself
- Producing results
- Building and promoting partnerships across the organization and beyond

### Learning objectives of the Intern during this assignment

	Learning objective	Training	When
1.	Gain an understanding of the health worker landscape and the complexities involved in addressing health worker challenges	Briefings from relevant technical officer(s), study/reading time, involvement in all relevant meetings and briefings	On-going throughout the assignment
2.	Gain an understanding of multi-stakeholder engagement for improved health outcomes	Briefings from relevant technical officer(s), study/reading time, involvement in all relevant meetings and briefings	On-going throughout the assignment
3.	Gain an understanding and hands-on experience of integrating ICTs to relevant advocacy activities.	Training under the guidance of Alliance Advocacy Coordinator; Alliance member relations officer and ad-hoc online training modules. Direct experience in facilitating components of member platform discussions.	On-going throughout the assignment
4.	Gain experience in organizing advocacy event for Geneva-based permanent missions to the UN.	Training under the guidance of the advocacy officer.	On-going throughout the assignment