

Junior Professional Officer Assignment and Candidate Profile Form

PART I: INFORMATION ABOUT THE ASSIGNMENT

Title:

Technical Officer (Midwifery and sexual, reproductive, maternal, newborn, child, and adolescent health)

Duty Station:

Ukraine, Kyiv

Programme/Department:

Health Programmes, Service Delivery Unit

Objective of the WHO Programme/Department:

The WHO Country Office (CO) in Ukraine leads the Organization's work to support the Government in building a resilient, high-performing health system — one that can sustain essential services under conditions of conflict, drive the reforms required for EU accession, and deliver on Ukraine's long-term commitment to universal health coverage (UHC). Since the full-scale invasion in February 2022, the health system has faced sustained and severe pressure: attacks on health infrastructure, mass displacement, and the disruption of services that millions of people depend on. WHO has been at the forefront of the response — assisting the government in coordinating the humanitarian health architecture, mobilizing supplies and technical support, and working alongside the Ministry of Health to ensure that the building blocks of the health system remain functional. The WHO Country Cooperation Strategy (CCS) is the core strategic framework guiding this work, aligning WHO's priorities with Ukraine's national health needs, recovery agenda, and EU integration pathway.

The Health Programmes pillar translates this mandate into action across seven technical programme areas: Health Financing, Service Delivery, Health Governance, Mental Health, Rehabilitation, Non-Communicable Diseases, and Vaccine-Preventable Diseases. Taken together, these areas correspond to the core building blocks of an effective health system — governance, financing, workforce, service delivery, information, and medicines. The programme works closely with national authorities, professional bodies, and international partners to ensure that reforms are evidence-based, people-centred, and capable of delivering equitable results even in emergency and recovery settings. Ukraine's trajectory toward EU accession gives this work additional strategic weight: the health system must meet not only immediate national needs but also align with EU standards, directives, and regulatory frameworks.

The Service Delivery Unit focuses on the accessibility, organization, and quality of health services across all levels of care — from primary health care to specialized services — recognizing that strong service delivery is both a health system goal in itself and the mechanism through which all other system investments reach people. The Unit supports the integration of essential service packages, quality of care frameworks, and health workforce development, with particular attention to ensuring services remain equitable and safe in emergency and recovery settings. Midwifery is central to this agenda: as a profession that operates across primary care, emergency obstetric services, and community health, midwives are a

critical and often underinvested element of the health workforce — and their strengthening is both a clinical imperative and a health system priority. The work is performed in the WHO Country Office in Ukraine.

Assignment Summary:

The Junior Professional Officer (JPO) will serve as a substantive member of the WHO Country Office team in Ukraine, contributing to one of the most consequential health system agendas in the European Region. Working at the intersection of humanitarian response, recovery, and long-term reform, the JPO will provide technical and programmatic support to WHO's work on midwifery and sexual, reproductive, maternal, newborn, child, and adolescent health (SRMNCAH), approaching these not as standalone technical areas but as integrated components of a resilient, people-centred health system.

Working within the Health Programmes, Service Delivery Unit, the JPO will support national efforts to advance the transition toward WHO Midwifery Models of Care (MMoC) as part of broader primary health care and health system reform processes. This includes contributing to the implementation of the WHO Transitioning to Midwifery Models of Care framework, the WHO Global Position Paper on Transitioning to Midwifery Models of Care (2024), and the WHO Implementation Guidance on transitioning to Midwifery Models of Care (2025). The work will support the development of integrated, continuity-based, women-centred models of care that improve quality, strengthen coordination across levels of care, and reduce fragmentation across sexual, reproductive, maternal, newborn, and adolescent health services.

The assignment offers an exceptional opportunity to contribute to health system strengthening in a country navigating simultaneous conflict, recovery, reform, and EU accession. The JPO will contribute to strategic planning and policy development, support evidence generation and implementation processes, and engage with governmental institutions, academic bodies, professional associations, UN agencies, and international partners — including the International Confederation of Midwives (ICM) — to support the transition toward evidence-based midwifery models of care aligned with WHO standards, EU directives, and Ukraine's national reform priorities.

The JPO will support the WHO Country Office in guiding the Ministry of Health of Ukraine and relevant stakeholders to accelerate progress towards Sustainable Development Goals 3, 4, 5, and 10, recognising that Midwifery Models of Care contribute not only to improved health outcomes, but also to gender equity, quality education, continuity of care, and the reduction of health inequalities.

The JPO is expected to work independently while collaborating closely with the Service Delivery Unit team, the Head of Health Programmes, colleagues across the WHO Country Office and WHO Regional Office for Europe, including the Regional Nursing and Midwifery Policy Adviser. The JPO will engage extensively with governmental and non-governmental stakeholders, professional associations, academic institutions, and development partners, contributing to coordination mechanisms and policy dialogues that shape the future organization, delivery, and governance of maternal and newborn health services in Ukraine.

The JPO will also support advocacy, communication, and knowledge-sharing activities that elevate Midwifery Models of Care as a strategic health system investment and a core component of primary health care reform, helping strengthen the policy, institutional, and societal conditions needed for sustainable implementation and scale-up

Duties, Responsibilities and Output expectations:

Under the direct supervision of the Head of Health Programmes, the JPO will:

- Support the development, review, and implementation of national policies and strategies for transitioning toward WHO Midwifery Models of Care (MMoC), aligned with WHO recommendations, EU directives, and the WHO Country Cooperation Strategy (CCS), ensuring that models of care are integrated within broader primary health care and health system reform efforts.
- Contribute to the implementation of the WHO Transitioning to Midwifery Models of Care framework, including the WHO Global Position Paper (2024) and WHO Implementation Guidance (2025), supporting national adaptation, operational planning, and stakeholder engagement processes for transitioning to continuity-based, women-centred models of care.
- Support the integration of Midwifery Models of Care into primary health care and broader service delivery systems, strengthening the role of midwives as frontline providers within coordinated multidisciplinary teams and reducing fragmentation across sexual, reproductive, maternal, newborn, child, and adolescent health services.
- Contribute to long-term health workforce planning and policy development for midwifery through a systems-oriented approach that links workforce education, competencies, regulation, deployment, retention, and leadership with service delivery transformation and population health outcomes.
- Provide technical input to the reform of midwifery education systems, including curriculum review, competency-based education, accreditation standards, and alignment with EU norms and WHO frameworks, recognising education reform as a key enabler of Midwifery Models of Care implementation.
- Support initiatives to strengthen midwifery leadership, governance, regulation, and professional autonomy at national and subnational levels, contributing to the institutional and regulatory conditions necessary for effective implementation of Midwifery Models of Care.
- Assist in the development and implementation of quality of care and patient safety frameworks for midwifery practice, ensuring alignment with WHO quality standards and the broader health system accountability and quality improvement architecture.
- Contribute to capacity-building initiatives supporting midwives across the continuum of care, including emergency obstetric and newborn care, community-based services, humanitarian settings, and primary health care, strengthening the workforce's ability to deliver integrated and continuity-based care in diverse operational contexts.
- Collaborate closely with WHO technical teams — including Primary Health Care, Emergency Medical Services, Nursing, Infection Prevention and Control, Mental Health, Human Resources for Health, and Health Financing — to ensure that Midwifery Models of Care are embedded within coordinated, system-wide approaches to health service delivery and workforce development.
- Support engagement with national authorities, academic institutions, professional associations, civil society organizations, and development partners to build shared understanding, technical consensus, and institutional ownership around Midwifery Models of Care as part of Ukraine's health system strengthening and EU accession agenda.
- Facilitate collaboration with international partners, including the International Confederation of Midwives (ICM), connecting Ukraine's reform efforts with global evidence, standards, advocacy initiatives, and regional learning platforms related to Midwifery Models of Care.
- Support the design and implementation of advocacy, communication, and knowledge-sharing activities that position Midwifery Models of Care as a strategic investment in health system performance, quality of care, gender equity, and universal health coverage.

- Contribute to monitoring, evaluation, implementation learning, and reporting related to programme activities, including the preparation of technical documents, policy briefs, implementation analyses, and donor reports, ensuring that evidence generated through programme implementation informs health system planning and policy development.
- Support emergency preparedness and response activities related to SRMNCAH and Midwifery Models of Care, ensuring that humanitarian and recovery efforts incorporate continuity of care, surge capacity, integrated referral systems, and protection of essential maternal and reproductive health services for conflict-affected and displaced populations.

Supervisor:

Dene Cairns, Head of Health Programmes

PART II: CANDIDATE PROFILE

Qualifications and Experience:

Education:

Essential:

Fully qualified midwife with an advanced university degree in midwifery, public health, health education, health economics or other health related sciences

Desirable:

Master's degree in one of the health and health science;

Postgraduate training in Public Health, Global Health or similar;

Specialized training in reproductive, maternal, or public health; training in health systems or policy.

Work experience:

Essential:

At least two years of professional experience in midwifery, maternal health, SRMNCH programmes, or health systems strengthening.

Desirable:

Work experience with international organizations, government institutions, or development partners; work experience in strategy development or policy support, implementing, shaping and communicating health workforce policy priorities; work experience in WHO or another international public health organization.

Skills and knowledge required for the assignment:

- Knowledge of midwifery education, regulation, and practice standards within EU and international frameworks, with the ability to apply this knowledge to health system policy and workforce development in a complex reform environment
- Understanding of SRMNCH programmes and their integration within health systems, including in humanitarian and post-conflict settings where service continuity and system resilience are both in tension
- Familiarity with health workforce development processes — including planning, policy reform, and capacity building — and the political and institutional dynamics that shape them

- Strong analytical and drafting skills, with the ability to synthesize technical evidence and health system data into clear, actionable outputs for policy and programmatic audiences
- Ability to support strategy development and implementation with a health systems orientation — understanding how midwifery sits within the broader architecture of governance, financing, workforce, and service delivery
- Knowledge of emergency and humanitarian health response contexts, including how health system functions must be adapted and protected during crises while laying the groundwork for recovery
- Strong interpersonal and stakeholder coordination skills, with the ability to navigate complex institutional environments and build productive working relationships across government, professional bodies, UN agencies, and civil society

Languages and level required:

Essential: English

Desirable: Ukrainian

WHO competencies required for the assignment:

1. Teamwork
2. Communication
3. Respecting and promoting individual and cultural differences
4. Producing results
5. Building and promoting partnerships across the organization and beyond.

Learning objectives of the JPO during this assignment

Upon completion of the assignment, the JPO will have:

- Developed practical expertise in the design, implementation, and monitoring of national midwifery strategies, with a strong grounding in health systems thinking and an understanding of how midwifery reform connects to the broader goals of UHC, EU accession, and health system resilience.
- Gained hands-on experience in midwifery education reform, professional regulation, and health workforce development in a country simultaneously managing humanitarian response and EU accession — building skills that are directly transferable to health system strengthening work globally.
- Strengthened leadership, advocacy, and communication capacities to promote midwifery and SRMNCH as health system priorities — developing the ability to make the case for investment in the midwifery workforce to a range of political, technical, and public audiences.
- Built the analytical skills to assess, report on, and provide evidence-based recommendations for improving maternal, newborn, child, and adolescent health services — ensuring that data generated at the service level informs health system planning and policy at national and subnational levels.
- Developed competencies in multi-stakeholder coordination across the health system — including with government institutions, professional associations, UN agencies, and international partners such as ICM — building the collaborative capacity essential for driving systemic change in complex environments.

Achieving the learning objectives

	Learning Objective	Training Components	When?
1.	Understand and apply health systems frameworks to national midwifery strategy development and implementation	Participate in strategy design workshops, policy review sessions, and planning meetings with WHO and national stakeholders; engage directly in health system mapping and gap analysis to understand how midwifery fits within the broader service delivery architecture	During the first six months
2.	Strengthen midwifery education, regulation, and workforce development through a health systems lens	Work on curriculum review, technical guidance for midwifery education, and alignment with EU and international standards; receive mentorship from senior staff on health workforce policy and systems integration; contribute to regulatory reform discussions with professional bodies and the Ministry of Health	Throughout the assignment

3.	Develop advocacy and communication skills to position midwifery as a health system priority	Contribute to advocacy campaigns, stakeholder engagement, and communication materials in collaboration with ICM and partners; develop skills in framing midwifery as a health system investment for diverse audiences including policymakers, donors, and professional communities	Throughout the assignment
4.	Build leadership competencies for driving health system change through the midwifery profession	Participate in leadership development sessions and SRMNCH policy workshops; engage in cross-country learning exchanges within the WHO European Region; shadow senior WHO staff in government and donor meetings to develop understanding of health system governance and political economy, obtain supervision and guidance with a focus of developing sound knowledge and understanding of the midwifery workstream..	Throughout the assignment
5.	Build analytical and M&E skills to connect service-level data to health system planning and policy	Draft technical reports, policy briefs, and M&E documents under supervision; contribute to data analysis that informs health system planning; participate in monitoring reviews that track both programme outputs and system-level outcomes	Throughout the assignment

The progress towards achieving the objectives will be evaluated annually by the JPO together with the first and second level supervisors. Achievement will be against WHO's Performance Management and Development System (PMDS).

Signature: _____
First level supervisor

Signature: _____
WR/ Regional Director
Programme Manager/Director

Date: _____