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# 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 member of the WHO Country Office team in Ukraine, supporting one of the most significant health system strengthening agendas in the European Region while gaining practical experience in health policy, service delivery and health systems reform. Working at the intersection of humanitarian response, recovery and long-term reform, the JPO will provide technical and programmatic support, under the guidance of senior technical staff, 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 WHO and national counterparts in advancing 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 support strategic planning and policy development processes under the guidance of senior technical staff, 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 will progressively assume increasing responsibilities while working under the supervision and mentorship of senior technical staff within the WHO Country Office, the WHO Regional Office for Europe, and relevant headquarters teams, 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 support engagement and coordination with governmental institutions, professional associations, academic institutions, UN agencies and development partners under the guidance of the supervisor and relevant technical leads 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

### **Learning and Professional Development Opportunities**

The assignment offers an exceptional learning opportunity to gain practical experience in health systems strengthening, midwifery policy, sexual, reproductive, maternal, newborn, child and adolescent health (SRMNCAH), and service delivery reform in a complex humanitarian and recovery setting. Under the guidance and mentorship of senior technical staff, the JPO will progressively develop technical, analytical, coordination and policy support skills while contributing to WHO's programme of work in Ukraine.

### **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 related to the transition toward WHO Midwifery Models of Care, under the guidance of WHO technical staff and national counterparts,
- Assist in the implementation of the WHO Transitioning to Midwifery Models of Care framework, including support for national adaptation, operational planning and stakeholder consultations.
- Support activities to promote 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.
- Support health workforce planning and policy review activities related to midwifery under the guidance of WHO technical specialists and national counterparts.. Support technical activities related to the review and strengthening of midwifery education programmes, curricula, competency frameworks and accreditation approaches in line with WHO guidance and relevant international standards.
- Assist in initiatives aimed at strengthening midwifery leadership, governance and professional regulation at national and subnational levels.Support the development and implementation of quality of care and patient safety activities related to midwifery practice.. Support capacity-building initiatives for midwives across the continuum of care, including emergency obstetric and newborn care, community-based services and humanitarian settings.
- Participate in cross-programme collaboration with WHO technical teams to support integrated approaches to service delivery and health workforce development.
- Support stakeholder engagement and coordination activities with national authorities, academic institutions, professional associations, civil society organizations and development partners under the guidance of the supervisor and relevant technical leads.Assist in collaboration with international partners, including the International Confederation of Midwives (ICM), to support technical exchange and learning.
- Contribute to advocacy, communication and knowledge-sharing activities that promote Midwifery Models of Care and health systems strengthening.
- Assist with monitoring, evaluation, reporting and implementation learning activities, including drafting technical reports, policy briefs and programme documentation under supervision.
- Support WHO emergency preparedness and response activities related to SRMNCAH and Midwifery Models of Care, contributing to efforts to maintain continuity of essential maternal and reproductive health services during humanitarian response and recovery.

### **Supervisor:**

Dene Cairns, Head of Health Programmes

## **PART II: CANDIDATE PROFILE**

### **Qualifications and Experience:**

#### **Education:**

Essential:

Qualified and licensed midwife.

Desirable:

Advanced university degree in public health, health sciences, health policy, health systems, midwifery or another relevant field. 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.

Desirable:

Work experience with international organizations, government institutions, or development partners;

Exposure to health policy, health systems strengthening, SRMNCAH programmes, health workforce development initiatives, public health projects or policy support activities would be an asset

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

- Familiarity with midwifery education, regulation and practice standards within national, EU and international frameworks would be an asset. Good understanding of SRMNCAH programmes and their integration within health systems, including humanitarian and recovery settings. Familiarity with health workforce development processes, including planning, policy implementation and capacity-building activities.
- 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 contribute to strategy implementation and provide analytical support for programme activities. Familiarity with emergency and humanitarian health response principles would be an asset. 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   |

|    | Learning Objective                                                                                 | Training Components                                                                                                                                                                                                                                                                                                                                                                                                    | When?                     |
|----|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| 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: \_\_\_\_\_