

FINAL TERMS OF REFERENCE INDIVIDUAL CONSULTANCY CONTRACT

1. Background
Purpose of contract: Located in the Department of Sexual, Reproductive, Maternal, Newborn, Child and Adolescent Health and Ageing (LHR) at the World Health Organization (WHO), the Adolescent and Young Adult Health (AYH) unit leads and coordinates WHO-wide efforts to improve the health and well-being of adolescents and young adults. AYH focuses on developing research, evidence-based guidelines, norms and standards for a comprehensive and system-oriented response to adolescent health, and on supporting regions and countries in their adaptation, implementation and monitoring. The AYH Unit is seeking support to assist in the Global Initiative on Adolescent Hypertension. Background: Hypertension is a leading risk factor for cardiovascular diseases, which are among the top causes of morbidity and mortality worldwide. While adult hypertension has been extensively studied and managed through established guidelines, hypertension in adolescents remains underrecognized and insufficiently addressed. Elevated blood pressure (BP) during adolescence is associated with early markers of cardiovascular disease, such as left ventricular hypertrophy and arterial stiffness, and is a strong predictor of hypertension and cardiovascular diseases in adulthood. This underscores the importance of addressing hypertension early in life. In 2026/7, WHO will be proposing the development of new guidelines for the measurement of hypertension in adolescents.
2. Deliverables
Objective 1: Evidence reviews and support for guideline development and GDG processes on screening, diagnosis and care of adolescent hypertension <i>Output 1.1: Coordination and technical support to GDG meetings</i> • Prepare detailed agendas, concept notes, and background documents for GDG meetings in accordance with WHO guideline development procedures • Compile and manage conflict of interest (COI) declarations and ensure compliance with WHO policies • Develop slide decks and summary briefs to support technical discussions during GDG meetings • Document detailed meeting minutes, decisions, and action points, and ensure timely dissemination <i>Output 1.2: Support drafting of research priority setting publication</i> • Contribute to drafting of a peer-reviewed journal article on global research priorities for adolescent hypertension

- Prepare evidence-informed tables (e.g., evidence gaps, prioritisation frameworks, stakeholder inputs)
- Coordinate inputs from co-authors and ensure alignment with WHO publication standards
- Support referencing, figure preparation, and submission process

Output 1.3: Technical support to evidence synthesis

- Participate as part of the systematic review team, providing feedback to the process, support evidence grading, synthesis tables, and summary of findings outputs
- Maintain documentation and version control of evidence review materials
- Support the development of peer-reviewed journal publications for the systematic reviews and ensure compliance with WHO publication standards

Output 1.4: Coordination of guideline-related inputs

- Facilitate engagement between evidence review teams, GDG members, and WHO technical staff
- Track deliverables across evidence review streams and ensure timelines are met
- Support preparation of evidence-to-decision (EtD) frameworks and briefing notes

Output 1.5: Updating scoping review on school screening programs

- Based on an existing scoping review, update the search and code data for adolescent screening programs.
- Analyse data based on agreed framework and criteria to identify key features and components of screening programs focused on adolescent populations.
- Create data tables, graphics and prepare ppt of findings and support drafting of paper for publication.

Objective 2: Development of methodology and standardised case study template of implementation models, system performance, and opportunities for strengthening screening, diagnosis, and care

- Support country selection in communication with Regional Offices identify countries for case studies, support webinar with country offices and identify criteria for selection
- Develop a comprehensive template for country case studies on screening, diagnosis and care of primary hypertension, including sections for: epidemiology and burden of adolescent hypertension; existing screening, diagnosis, and care practices; national NCD and CVD strategies, including school-based and primary care interventions; health system structures and delivery platforms; key stakeholders, partners, and governance arrangements
- Develop rigorous methodology to complete the case studies using well established case study methodology.
- Validate template and methods with WHO HQ and regional office colleagues

Objective 3: Monitoring, evaluation (M&E), coordination and communications for the Global Initiative

Output 2.1: Programme coordination and workplan management

- Develop and maintain detailed workplans, timelines, and tracking tools
- Monitor progress across all initiative components and flag risks or delays
- Prepare regular progress reports for WHO technical leads

Output 2.2: Stakeholder engagement and coordination

- Maintain coordination across WHO HQ, regional offices, partners, and external stakeholders
- Organise regular coordination meetings and prepare documentation
- Support engagement of technical experts, donors, and partner organisations

Output 2.3: Monitoring and evaluation framework

- Track outputs, milestones, and performance against targets for reporting against program targets
- Support documentation of lessons learned and implementation insights

Output 2.4: Communications and outreach

- Initiate development of WHO webpage to share with external audiences.

Output	Deliverable	Deadline
1.1	GDG Meetings delivered and all required documentation successfully completed	28/02/2027
1.2	Completed research priority manuscript submitted to journal	30/11/2026
1.3	Systematic reviews completed and EtD tables completed	28/02/2027
5.1	Monthly tracking	28/02/2027
5.2	Monthly coordination meetings	28/02/2027
5.3	Monthly progress reports	28/02/2027
5.4	Webpage developed	28/02/2027

3. Qualifications, experience, skills and languages

Educational Qualifications:

Essential:

An advanced university degree in public health and/or related discipline with related research methods relevant to the project themes relating adolescents and/or cardiovascular disease or Non-Communicable Diseases more broadly.

Experience

Essential:

- 10 years or more of experience in at least one of the project areas (adolescent health, NCDs), including in depth technical analysis and writing.
- Demonstrated experience with evidence synthesis and systematic reviews
- A proven ability to translate knowledge into publications for both expert and lay audiences representing technical tasks of high complexity
- Demonstrated experience in writing policy and research publications and working in an environment that supports research to practice
- Experience communicating and engaging with stakeholders and high-level experts from different backgrounds
- Experience in a multi-cultural and multi-disciplinary environment

Skills/Knowledge:

- Knowledge of current literature, debates and concerns in relation to NCDs, CVD, adolescent health
- Demonstrated ability to review and synthesize data and evidence

- Skills in stakeholder outreach, writing communications with researchers and policy makers, and conducting interviews/discussions
- Excellent organizational and programme management skills
- Excellent written (English) and very good (English) verbal communication skills
- Ability to work both independently and as part of a team
- Demonstrated ability to think laterally and integrate knowledge from different disciplines, approaches and viewpoints, and align with the WHO's mandate
- Ability to function effectively in team settings in multi-stakeholder and cross-cultural environments
- Willingness to work on multiple tasks simultaneously and prioritize

Languages and level required (Basic/Intermediate/Expert):

- English (Read - Write - Speak/ Expert)
- At least one other UN language (Arabic, Chinese, French, Russian, Spanish) an asset

4. Technical Supervision

The selected Consultant will work under the supervision of the Lead Scientist for this project

Ways of working: Meetings (virtual) at least twice a week to review and discuss progress, along with additional meetings with others in WHO and externally, with more frequent email discussions and updates on documents within a fast paced environment. Weekly meetings will assess progress towards outputs, address revisions and bottlenecks, and share lessons. Team work and collaboration will ensure that work advances, taking into account expertise, deadlines and part time status.

5. Location

Off site: ☒

The consultant will work remotely.

6. Travel - *If travel is involved, full medical clearance is required*

The consultancy does not include travel.

7. Estimated dates and remuneration

Start date: 1 September 2026

End date: 28 February 2027