

Annex 1. Go WHO Fellowship

Background

WHO's human resources policy includes the desirability of recruitment of staff from as wide a geographic basis as possible. Some WHO Member States continue to be either unrepresented or under-represented in the international professional staff category. Member States have urged the WHO secretariat to put more effort into addressing this issue. Republic of Korea is among the under-represented countries with gaps between the desirable range and the current status.

WHO Regional Office for the Western Pacific developed a coaching workshop in 2016, known as "Go WHO", to encourage young health professionals to consider a career with the Organization and to provide tips on succeeding in WHO's the recruitment process. The workshop was introduced in Japan, the Republic of Korea and some more countries. In the Republic of Korea the workshop was held two times, in 2017 and 2023. The participants demonstrated a passion for global health work and good knowledge and skills in public health.

It was further proposed to develop a two-year on-the-job training programme to attract young health professionals from those countries and equip them with the skills to succeed in a career in global health. The Ministry of Health and Welfare of the Republic of Korea agreed to fully sponsor this programme.

Objective

The objective of the programme is to prepare promising young health professionals with the technical capacity and practical work experience to contribute to global health.

Programme overview

- With financial and administrative support from the Ministry of Health and Welfare of the Republic of Korea, WHO Regional Office for the Western Pacific will recruit a Korean young health professional and provide a two-year course with on-the-job training at a country office in the Region.
- The programme, though flexible, will be composed of: (1) pre-deployment induction and orientation at the Regional Office in Manila, Philippines; (2) deployment at the Regional office or WHO country office in the Region (It is requested to stay at least more than 12 months in country office); and (3) debriefing and wrap up at the Regional Office.
- The selected Korean young health professional will be known as a "Go WHO Fellow" and will be awarded a stipend and benefits, including statutory travel.
- The technical unit in the WHO Regional Office for the Western Pacific and WHO country office will receive a certain amount of funds for supervision and mentoring, on-the-job training activities, administrative and logistic support.
- The Regional Office will assume the secretariat function of this programme.

Annex 2. Go WHO Fellowship 2024 – posts for advertisement

Go WHO proposal	
For joint completion by the requesting Regional Office technical team and Country Office	
Title	Go WHO fellow for Universal Health Coverage
Supervisor/technical Unit	Dr Rajesh Narwal, Coordinator- Universal Health Coverage, DSI-WPRO
Supervisor(s)/country office/s	Mr Matthew Shortus, Ag CLO- Federated States of Micronesia (FSM)
Start date and duration of assignment	May 2024, for 24 months
RO-CO Division (24 months) of fellow's time	18 months in the Country Office 6 months in the Regional Office
Description of the technical team	
<p>Universal Health Coverage (UHC) means that all people can use quality health services they need, when and where they need them, without facing financial hardship. Achieving UHC is the overarching target of the Sustainable Development Goal for Health (SDG 3), is the foundation for the Regional “For the Future” vision, and is incorporated in nearly all Country Cooperation Strategies and National Health strategies.</p> <p>The UHC unit under the Data, Strategy and Innovation (DSI) Group, supports the Member States in advancing UHC and SDGs through coordinated cross-cutting policy and strategic advice as well as technical assistance that underpin collaboration, systems approach, and innovation. The Division of Pacific Technical Support (DPS) is located in Fiji and tailors WHO support to the unique needs and circumstances of the Western Pacific Region’s 21 Pacific Island countries and areas (PICs).</p> <p>The Go-WHO Fellow would work closely with the UHC/DSI as well as DPS under the guidance of WHO-Country Liaison Officer (CLO) for advancing the UHC initiatives and implementation of ‘new Health Development Plan’ in the Pacific Island country of Federated States of Micronesia (FSM)</p>	
Description of the Country Office	
<p>The Federated States of Micronesia (FSM) is a nation spread across over 600 islands in the Pacific Ocean. It has a population of around 113,000 in four states: Chuuk, Kosrae, Pohnpei and Yap. Economy primarily consists of subsistence farming and fishing, and FSM relies heavily on external aid and imports. WHO Office is based in Pohnpei and is in the middle of being upgraded to a larger office with a WHO Representative and eight core staff positions. The Pacific Multi country Cooperation Strategy 2024-2029 identifies, 4 strategic priorities for FSM, 1) achieve universal health coverage 2) build International Health Regulations core capacities 3) non-communicable disease (NCD) prevention and control, 4) Reaching the unreached & control of communicable diseases.</p> <p>FSM contains four island states, with the capital city (Kolonja) located on Pohnpei island. The country experiences a tropical rainforest climate with high humidity and abundant rainfall throughout the year and is prone to natural disasters such as typhoons and tsunamis. Visitors are encouraged to respect the local customs and traditions, including modest dress codes and a conservative approach to alcohol use, as the predominant religion is Christian.</p>	
Duties and responsibilities	
<ol style="list-style-type: none"> 1. Working closely with the UHC team, strengthen the technical assistance, collaborations, and advocacy towards accelerating UHC in the FSM 2. Facilitate drafting of the operational plan/ UHC Roadmap for implementation of the ‘National Health Development Plan’ that emanates from the 2nd Health Summit in Feb 2024 3. Assist CLO and other technical officers to organize the training workshops and capacity building initiatives for the MoH and provincial health authorities 4. Support MoH to monitor the progress of implementing the National Health Development plan, and establish review mechanisms for finetuning operational plan/UHC Roadmap 5. Assist CLO for strengthening knowledge, evidence and communication to inform actions and investments towards UHC 6. Any other works requested by CLO 	

Training, learning and support	
<p>Introductory briefing (first month)</p> <ul style="list-style-type: none"> ○ Introduction and orientation of WPRO, DPS and WHO FSM Office ○ WHO Structure and mandates, General Programme of Work (GPW), UHC Regional Action Framework, Key Regional Health strategies and frameworks, and PIC context <p>Learning programmes (intermittently over 2-6 months)</p> <ul style="list-style-type: none"> ○ The workshops related to UHC, health systems, emergencies and disease control will give a good exposure to the Go-WHO fellow to understand the challenges and innovative approaches in PIC context/ FSM. ○ WHO's online learning programmes about UHC, health systems, other technical areas and PRSEAH will be provided to the fellow. <p>On-the-job training and mentorship (ongoing)</p> <ul style="list-style-type: none"> ○ The UHC team in the regional office will provide on-the-job training for a better understanding of the concept and current status of UHC in the Western Pacific Region ○ The interaction with CLO and technical program officers will be a good on-the-job training opportunity for elucidating various areas of public health in FSM ○ The UHC coordinator will mentor the fellow, together with CLO-FSM country office ○ Joint period meetings will be conducted by UHC/DSI and DPS, so that the fellow could understand the support available from the regional and DSP office to the country. 	
Programme-specific eligibility criteria	
Essential work experience	<p><i>At least 3 years of work experience in Public Health, Health systems or UHC,</i></p> <p><i>At least one year experience in developing country context</i></p>
Essential education experience	<ul style="list-style-type: none"> ● <i>Medical degree or Master's degree from a recognized institution</i> ● <i>Expert level of English reading, writing and speaking</i>
Desirable work or education experience	<ul style="list-style-type: none"> ● <i>Master's degree in public health or its equivalent</i> ● <i>International Work or education experience</i>

Go WHO proposal	
For joint completion by the requesting Regional Office technical team and Country Office	
Title	Go WHO fellow for healthy ageing and NCDs
Supervisor/technical Unit	Dr Mikiko Kanda/Healthy Ageing (DHP/AGE)
Supervisor(s)/country office/s	Dr Eunyong Ko/VUT
Start date and duration of assignment	May 2024 for 24 months
RO-CO Division (24 months) of the fellow's time	18 months in the Country Office
	6 months in the Regional Office
Description of the technical team	
<p>AGE aims to improve the health and well-being of older populations so that they can thrive and contribute to society. This is achieved through supporting countries in operationalizing the UN Decade of Healthy Ageing and the Regional Action Plan on Healthy Ageing, both of which advocate for a whole-of-society transformation beyond health systems. AGE contributes to improving social determinants of health, strengthening primary health care, and preventing and managing NCDs to promote a life course approach, adding healthy life years and offering individuals and society new opportunities. AGE creates tools, knowledge, and information-sharing platforms for Member States.</p>	
Description of the Country Office	
<p>CLO Vanuatu supports in building resilient health systems that can deliver quality services and respond to CDS and NCDs among its dispersed populations vulnerable to climate change impacts. Recently, NCDs such as diabetes and respiratory illnesses have increased.</p> <p>Country Cooperation Strategy (CCS) priorities:</p> <ul style="list-style-type: none"> • Prevent, detect, and manage major NCDs and their risk factors using evidence-based methods. • Promote healthy lifestyles and environments by building multi-sectoral partnerships and implementing policies and actions to address NCD determinants across sectors. • Strengthen NCD surveillance, monitoring, and research to generate high-quality data for planning and evaluating interventions, and monitoring trends. <p>Living conditions: Great nature, good food, friendly locals, English, French and Bismala spoken.</p>	
Duties and responsibilities	
<p>At the Regional Office (6 months):</p> <p>Output 1 – Support the request of the Member States on implementation of recommended activities in the Regional Action Plan (e.g. age-friendly cities and communities, community-based integrated care, technical and social innovation adoption, health and social sector resilience to health emergencies).</p> <p>Deliverable 1.1 – Provide technical inputs and/or assist in drafting of national policy/plan/strategy and/or relevant toolkit/programme based on request of Member States;</p> <p>Deliverable 1.2 – Support in research and knowledge sharing activities to benefit the Member States healthy ageing initiatives;</p> <p>Deliverable 1.3 – Support WHO Country Office in the healthy ageing programme implementation, including but not limited to drafting of concept notes, presentation slides, etc.</p> <p>At the Country Office (18 months):</p> <p>Output 2 – Support the request of Vanuatu on implementing priority programmes for healthy ageing, non-communicable diseases (NCDs), social determinants of health and climate change.</p> <p>Deliverable 2.1 – Provide technical input to drafting of national policy/plan/strategy and/or relevant toolkit/programme under the supervision of Country Liaison Officer;</p> <p>Deliverable 2.2 – Support organizing domestic and international knowledge sharing activities;</p> <p>Deliverable 2.3 – Support WHO Country Liaison Office with healthy ageing and NCDs programme implementation, including but not limited to drafting of concept notes, presentation slides, etc.</p>	
Training, learning and support	

At the Regional Office (6 months):
 On-the-job training on providing technical support to Member States, understanding WHO processes, collaborating with different technical units, etc.
 Mentoring from healthy ageing team lead and technical officer.
 Learning opportunity on healthy ageing and how NCDs, environment, and social determinants of health impact healthy ageing.
 Networking opportunity with other teams to understand the work of WHO more broadly.

At the Country Office (18 months):
 On-the-job training on supporting Vanuatu government with health and social programmes.
 Mentoring from WHO Country Liaison Officer on diplomacy.

Programme-specific eligibility criteria

Essential work experience	At least 3 years of work experience in public health and/or academic research in public health/non-communicable diseases/population ageing.
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Essential education experience	First university degree in public health, relevant health sciences, nursing or medicine.
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Desirable work or education experience	<p><i>Desirable work experience:</i></p> <ul style="list-style-type: none"> • International experience within WHO or other UN Organizations or international organization (including civil society organizations, government funded ODA projects) at multiple geographical locations; • Demonstrated experience in evidence generation and knowledge sharing for public health (e.g. academic articles, presentation at international conferences, field projects); • Experience in producing technical reports, frameworks, action plans at WHO or other UN organizations; • Led and conducted research studies and published academic articles in peer-reviewed journals as a first author. <p>Desirable education: Advanced university degree (Master's / PhD) in public health, relevant health sciences, nursing or medicine.</p> <p><i>Technical skills and knowledge:</i></p> <ul style="list-style-type: none"> • Outstanding ability to understand and support population ageing case studies or research • Demonstrated project management skills • Excellent written and verbal communication skills • Good knowledge of the dynamics of the international public health work • Ability to plan, design and implement a systematic approach to problem solving • Ability to provide technical support to countries • Ability to work harmoniously as a member of the team, adapt to diverse cultural and educational backgrounds and maintain a high standard of personal conduct <p><i>Language</i></p> <ul style="list-style-type: none"> • Essential: English (Read - Write - Speak / Expert-level) • Desirable: French (Read - Write - Speak / Expert-level) <p><i>Competencies</i></p> <ul style="list-style-type: none"> • Communicating in a credible and effective way • Producing results • Fostering integration and teamwork
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