Background / General Description:

SOUTH ASIA CONTEXT

South Asia has, in recent years, had one of the highest growth rates in the world – averaging at around 7 percent in 2014, which has led to declining poverty and impressive gains in human development. A demographic transition is underway in much of the continent, from high-child mortality and high-fertility to lower-fertility and lower child mortality, and with a potential for South Asia to reap the demographic dividend. One-fifth of the population is between the ages of 15 and 24 and 50 percent of young adults are unemployed. With high-impact investments in health, education and employment, growth in South Asian economies can benefit from changes in the age structure and dependency ratios of the population.

We support country efforts to: (i) improve health outcomes, especially for the poor and most vulnerable, with particular attention to the HNP outcomes including the increasingly important challenge of chronic non-communicable disease and injuries; (ii) expand access to high-quality HNP services, interventions and technologies that give the most value for money; (iii) strengthen health systems for results that are compatible with appropriate incentives, and with attention to the complex, adaptive nature of those systems; (iv) establish and improve health financing mechanisms that promote efficiency, equity and sustainability of investments; (v) strengthen health-relevant institutions within and outside the health sector; (vi) harness multisectoral policies and investments for better health, nutrition and population outcomes; and (vii) develop and learn from rigorous impact evaluations.

The needs are large and growing in terms of the active portfolio, volume of transactions in managing relationships, and the products and services delivered to internal and external clients.

DUTIES AND RESPONSIBILITIES

The Senior Health Specialist will report to one of the two SAR HNP Practice Managers, and will be responsible for the following tasks and duties:

• Identifies critical gaps in knowledge and identifies opportunities to address those gaps.
• Leads or contributes to the generation of 'cutting edge' knowledge in the health sector in SAR on topics such as aging, chronic diseases, malnutrition, public health, health financing and health systems development.
• Provides high level policy advice to the government in the area of health systems reform; offers international comparative perspectives, and recommends policy options and implementation strategies.
• Maintains a constructive relationship with key HNP partners and interacts with counterparts in Government and international organizations, as well as with Bank colleagues and managers both within and outside of the HD sector.
• Represents the Bank at key local and international conferences and meetings.
• Collaborate with other GPs to support multi-sectoral approaches for improving health and nutrition outcomes and strengthen country systems.
• Builds and maintains relations with other sector departments and networks to enhance intersectoral collaboration where relevant, and liaise with relevant units of the International Finance Corporation in relation to private-public partnership approaches.
• Advises clients and colleagues on technical matters to ensure the quality of Bank-financed activities (lending, technical advice, and implementation support), conducts technical reviews of the key outputs from the unit and gives guidance to teams to ensure coherence and relevance of policy advice and project design.
• Leads or supports the development of new business in the client countries in the health sector, including the expansion of new lending operations, technical advisory services, and fee-based advisory services.
• Leads or supports missions and supervises projects in the health sector; oversees the work of consultants and technical specialists to ensure consistency and conformity to Bank standards, and manages in collaboration with sector agencies and donors.

Note:
The selected candidate will not be assigned to programs involving his/her own government such as donor coordination and trust fund management.

SELECTION CRITERIA:

• At least a master’s degree or equivalent in a relevant discipline but with health focus (health, public health and management, economics, public policy, business administration, social sciences). A PhD would be an advantage.
• At least 8 years of relevant experience with developing and implementing health operations.
• Extensive knowledge of and experience with health system reforms in low and middle income countries. Experience in SAR would be a plus.
• Knowledge of the World Bank’s operations and business processes is desirable.
• A drive for results, including a proven track record of high standards/accountability for work products, meeting deadlines, an ability to prioritize tasks within his/her work program and strategies for working collectively with others on the team to deliver products of the highest caliber.
• Ability to deal sensitively in multi-cultural environments and build effective working relations with clients and colleagues in a complex and politically sensitive environment.
• A track record of proactive client orientation, seeking out client needs through probing and responding to them in a timely manner using strong problem-solving skills that assist in overcoming obstacles to overall success.
• Ability to function effectively in multi-disciplinary teams within a matrix management environment.
• Strong people management skills including: team building skills and ability to lead and motivate teams (coaching and mentoring), and resolving conflicts within and across teams.
• Demonstrated willingness to seek out and acquire new knowledge to contribute to his/her work program as well as having the interest and ability to communicate and present information and ideas in a clear, organized fashion to others.
• Fluency in oral and written communication skills in English is essential.

COMPETENCIES:

Health, Nutrition and Population Knowledge and Experience - Has advanced public health qualifications gained through advanced (graduate level) academic training. Is familiar with the current debates, issues and approaches in the global thinking on health systems, links to growth and poverty reduction.

Knowledge and Experience in Development Arena – understands policy making process and role of the health sector in that process. Is familiar with Bank policies and procedures related to lending and non-lending operations. Able to find relevant information and examine similar policy questions in multiple regions and to distill operationally relevant recommendations and lessons from this analysis for clients.

Policy Dialogue Skills – Identifies and assesses policy issues and communicates findings/points of view verbally and through economic reports and papers. Plays an active role in the dialogue with the government and/or other stakeholders as part of Bank teams.

Client Orientation – Proactively addresses client needs. Takes personal responsibility for timely response to client queries, requests or needs. Anticipates client needs and responds based on clear understanding of needs and concerns. Seeks to understand World Bank strategies at a global level and within the context of diverse internal and external stakeholders. Asks probing questions to understand the client’s underlying needs and offers possible solutions.

Drive for Results – Accepts accountability for work tasks. Takes personal ownership and accountability to meet deadlines and achieve agreed results and has the personal organization to do so. Follows up for completion, coordinates with others, and ensures that others with whom he or she is working deliver on time and to quality standards.

Teamwork (Collaboration) and Inclusion – Values working in collaboration and respecting views of others. Collaborates with other team members and contributes productively to the team’s work and output. Contributes as required to the work of others in the department. Works collaboratively and effectively within the Bank culture as well as within own and others’ cultures.

Knowledge, Learning and Communication – Shares, seeks out and uses global good practices and operationally relevant knowledge to improve development impact. Uses available resources from within and outside the WBG to build knowledge and acquire new skills. Communicates and presents information and ideas in an organized and clear way and responds to requests to share knowledge related to WBG and subject areas assigned and applies knowledge to own work.

Business Judgment and Analytical Decision Making - Assesses risks, benefits, impact and strategic intent in decision-making. Gathers varied and accurate input, assesses risk, considers impact and articulates benefits of decisions for internal and external stakeholders over the long term.