

## **TERMS OF REFERENCE**

### **Pan European Leadership Academy (ELA)**

#### **OBJECTIVES OF THE PROGRAMME**

The World Health Organization's (WHO) Member States globally and in the European Region have committed to three key priorities: achieving universal health coverage, enhancing preparedness for health emergencies, and promoting healthy lives for all, aligned with the Sustainable Development Goals (SDGs). The Pan-European Leadership Academy (ELA), an initiative by the WHO Regional Director for Europe, aims to bolster WHO/Europe's impact on delivering the Thirteenth General Programme of Work (GPW 13) and the European Programme of Work (EPW).

ELA has overarching goals to:

1. Strengthen human resources for health in the European Region by providing learning and professional development opportunities within WHO/Europe.
2. Create a network of trained health professionals to support the EPW through strengthened health systems.
3. Enhance knowledge of health systems challenges and operations at the country level within WHO/Europe.
4. Facilitate practical dialogue between regional and country levels in priority technical areas.
5. Promote the importance of transformational leadership in health research, policy, and practice.
6. Address the under-representation of certain European Member States in international governmental organizations.

ELA comprises three tiers:

- Tier 1 – a capacity-building programme for young professionals from national administrations working in public health and health-related fields.
- Tier 2 – a mid-level exchange programme for officials from national administrations, with opportunities for mutually beneficial exchanges of knowledge, experience, and capacity-building through placement with WHO/Europe for a three-month period.
- Tier 3 – a twinning and peer-support programme between high-level decision-makers, with structured support for the exchange and scaling up of nationwide and sustainable health system and public health innovations.

First cohorts of Tier 1 and Tier 2 have been already implemented in 2022 and 2023 and the outcomes of the evaluation of both demonstration projects were reported to the Regional Committee during the RC73 special side event (see the report attached). The Tier 3 programme is currently in the final phase of development and the first Tier 3 cohort will be launched in the fourth quarter of 2024.

# TIER 1

## ASSIGNMENT SUMMARY

The junior professional programme has a capacity-building focus that offers opportunities for young professionals from parts of the European region that may require extensive capacity building and an enhanced understanding of public health, with an emphasis on building participatory leadership capacities.

ELA Tier 1 programme is based on a 7 month-long contractual period, with participants spending spend four months at the WHO Regional Office and three months at outposted offices as appropriate for a well-rounded exposure to the Organization.

The ELA Tier 1 curriculum includes five blocks: experiential placements at the WHO technical units and outposted offices, transformational leadership sessions, transversal skills training, tailored learning and WHO special initiatives.

General ELA Tier 1 learning objectives and outcomes are based on ELA Competency Framework and individual learning plans will be agreed jointly with each participant. Experiential placements will depend on the match between the candidate profile and the Units technical area of work. Participants will also access face-to-face and online training, including transformational leadership sessions and transversal skills training on the WHO iLearn platform.

## REQUIRED QUALIFICATIONS

Priority shall be given to nationals from the following countries: Azerbaijan, Kazakhstan, Kyrgyzstan, Türkiye, Tajikistan, Turkmenistan, Uzbekistan. Nominees must be less 35 years of age at the time of application.

**Education:** A university degree equivalent to a Master's degree in health-related sciences, preferably in public health.

**Experience:** Minimum two year's work experience at a national health agency or health institution / organisation (including health workforce education) and a maximum of five years of postgraduate work experience overall.

**Language Skills:** Working knowledge of English.

## CONTRACTUAL INFORMATION

ELA Tier 1 programme requires a release form from the current participant's employment for the seven-month placement. Upon successful admission to the programme, appropriate letters from WHO will be sent to the relevant ministry of health or/and a public health institution.

A monthly stipend of USD 3,000 will be provided to the participants over the seven-month placement to cover their living expenses. In addition, candidates will receive health insurance coverage and placement related travel costs.

There shall be no expectation of employment with WHO at the end of the contract. Participants will not be allowed to work for WHO under any type of contractual arrangement for two years following this placement.

## TIER 2

### ASSIGNMENT SUMMARY

ELA Tier 2 programme is based on a 6 month-long period with participants spending three-months at the WHO Regional Office.

The ELA Tier 2 curriculum includes four blocks: an experiential opportunity, transformational leadership sessions, transversal skills training, and tailored learning. The experiential component focuses on priority deliverables for the participant's country, involving collaboration with the hosting unit's technical team.

Overall, participants will be expected, as applicable, to:

- contribute to the development of national strategies and policies through policy advice and recommendations on plan of action,
- research, compile and evaluate a variety of data and information,
- develop guidelines and tools,
- analyze data and information on best practices and partners' experiences in implementing strategies,
- collaborate with relevant stakeholders.

Participants will also access face-to-face and online training, including transversal skills training on the WHO iLearn platform.

As one of the outcomes of the above program, it is expected that Tier 2 participants produce a realistic project proposal aligned with the priority health needs of their country.

### REQUIRED QUALIFICATIONS

Priority shall be given to nationals from the following countries: Azerbaijan, Kazakhstan, Kyrgyzstan, Türkiye, Tajikistan, Turkmenistan, Uzbekistan.

**Education:** Nominees should have a Masters' degree in health-related sciences.

**Work Experience:** Between 7 and 15 years of professional experience, with at least 5 years at a public health agency, ministry of health or public health institute in a mid-level to senior function. It is expected that Tier 2 participants are officials from national administrations (government, health professions education, public health), providing opportunity for mutually beneficial exchanges of knowledge, experience, and capacity-building through placement with WHO/Europe.

**Language Skills:** Working knowledge of English

### CONTRACTUAL INFORMATION

ELA Tier 2 programme requires a release form from the current participant's employment for the three-month placement. Upon successful admission to the programme, appropriate letters from WHO will be sent to the relevant ministry of health or / and a public health institution.

A monthly stipend of USD 4,000 will be provided to the participants over the three-month placement to cover their living expenses. In addition, candidates will receive health insurance coverage and placement related travel costs.

There shall be no expectation of employment with WHO at the end of the contract. Participants will not be allowed to work for WHO under any type of contractual arrangement for two years following this placement.

## **NOMINATION AND SELECTION OF TIER 1 AND TIER 2 COHORT 2024 PARTICIPANTS**

The main goal of the selection process is to identify up to a maximum of eight Tier 1 and eight Tier 2 participants, with the greatest potential to benefit from the programme, at the same time ensuring that ELA training and new competencies acquired will support strengthening the national health systems via participants' professional affiliations at country level.

For both Tiers, Ministries of Health will be invited to nominate at least three eligible *national officials* for the Tier 1 programme and at least three eligible *national officials* for Tier 2 programme, via email to: ELAcademy@who.int.

Nominations should meet the minimum qualifications and experience requirements as set out above. Nominations need to include a current CV and a written expression of interest, in English or Russian, detailing:

- (1) relevant technical work of the nominee,
- (2) learning expectations,
- (3) a short motivation letter explaining the nominee's professional pathway and reasons to apply for the ELA programme.

The Secretariat will review applications, conduct individual interviews, and inform successful nominees. The ELA Secretariat reserves the right for the final decisions regarding the Tier 1 or Tier 2 assignments.

Appropriate requests for release for the placements will be sent to the relevant ministry of health or public health institutions.

## **ADDITIONAL INFORMATION**

- WHO offices have a smoke-free environment and WHO does not recruit smokers or users of any form of tobacco.
- Please note that payment of any taxes shall be the sole responsibility of the selected candidate. WHO will not reimburse any taxes which he/she may be required to pay.
- Provided that the selected participant has obtained a medical certificate for fitness of duty, he/she will be covered by WHO accident and emergency insurance policy. The participant will be required to obtain and maintain coverage under his/her national, institutional, or private health insurance scheme, or from the insurance provider proposed by WHO that is valid in all locations in which he/she shall undertake the assignment on behalf of WHO.
- Nominees with an immediate relative working as staff of WHO (e.g., parent, sibling, spouse) are not eligible.