



## OPEN TO EXTERNAL CANDIDATES

Reference No. : **CFCV/MZ10/2022/037-REISSUED**  
Position Title : **Consultant (Transition Planning) – Financing**  
Duty Station : **Maputo, Mozambique**  
Job Family : **Migration Health**  
Classification : **Consultancy Contract, Category A**  
Type & Duration of Appointment : **Consultancy Contract, three (3) months.**  
Report to : **Programme Manager**  
Estimated Start Date : **As soon as possible**  
Closing Date : **31 March 2023**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration and works closely with governmental, intergovernmental, and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

IOM is committed to a diverse and inclusive environment. This is a request for Curricula / expression of interest for the position of **Consultant (Transition Planning)-Financing**. The success candidate will be offered Consultancy Contract.

### Context:

There are currently in the country three Occupational Health Centres (OHC), property of the Ministry of Health, operated by IOM under the World Bank-funded 'AFCC2/RI - Southern Africa Tuberculosis and Health Systems Support Project'; the OHC are in Ressano Garcia (1), Maputo province, and Manjacaze (1) and Xai-Xai (1) in Gaza province; the OHC serve primarily migrant workers from the mining and farming sector, including ex-workers. There is substantial decrease

in external resources to support these services, and a need for thorough planning to maintain programme assets and ensure the continuity of services beyond the project lifetime. Transition from external support will involve re-purposing of assets as well as Government taking up costs to maintain services.

Under the direct supervision of the Migration Health Programme Manager, and in close coordination with the Ministry of Health designated focal person, the successful candidate will be responsible for providing technical expertise to the Government of Mozambique in guiding the Ministry of Health, Direction of Medical Assistance, for development of Financing Strategy for its Occupational Health Centres.

### **Responsibilities and Accountabilities:**

1. Carry out situation analysis (financing landscaping): Collect, analyse, and synthesize information (e.g., through a desk review of existing documents, through key informant interviews...) relating to the country's OHC and Centros de Exame Medico (CEM) system and financing environment (current situation, ongoing reforms, vision for the future).
  - Produce a summary of key findings.
2. Develop 2-3 scenarios with sources of funding and budget forecast for OHCs running costs for the next 5 years a) Human resource b) Assets and supplies (incl. diagnostic equipment maintenance), c) Capacity building d) Utilities.
  - Develop set of OHC financing options suitable for Mozambique context.
3. Present and share different alternative options and strategies and operational plan for optimized and resilient financing of the OHCs, including mixed system, to Senior Management of the Ministry of Health.
  - Develop agreeable OHC financing vision and strategy for the occupational health sector, based on UHC aspirations and present those options with benefits and drawbacks to Ministry of Health senior management.
4. Propose the necessary governance and capacity building arrangement to ensure implementation of strategic options, including monitoring and evaluation systems to monitor progress and adjust implementation accordingly.
  - Develop financing plan document which will include a) Budget and Financial Resources Mobilization Plan b) Monitoring and Evaluation Framework and c) any other component of the plan that may be deemed necessary.
5. Tangible and Measurable Output of the work assignment:

- Summary of situation analysis key findings.
  - Set of OHC financing options.
  - OHC financing vision and strategy document
  - Financing plan
6. Delivery dates and details as to how the work must be delivered:
- Summary of situation analysis key findings.
  - Set of OHC financing options.
  - OHC financing vision and strategy document.
  - Financing plan.
7. Performance indicators for evaluation of final output:
- Satisfactory completion of the tasks indicated in point III.
  - Quality of the weekly and final reports.
  - Timely delivery outputs listed in point V and the final draft.
  - Delivery of any other tasks indicated above.

**Education:**

- Graduate degree in Health Economics, Health Financing, or relevant field from an accredited academic institution.
- At least ten (10) years relevant professional experience in the international development sector with increasing levels of responsibility.

**Experience:**

- Minimum of five years of relevant experience in health financing and health systems reforms, preferably working closely with or within national governments.
- Experience in “institutionalization” of programs/projects within government systems.
- Experience working within the Mozambique public Health sector at a managerial level, either at national or provincial level, including good knowledge and understanding of rules and regulations for personnel contracting, assets and supplies management, and budgeting.
- Experience with developing budgets and costed plans.
- Proven experience and capacity to transfer knowledge and facilitate trainings and capacity building activities.
- Strong analytical and organizational skills with demonstrated ability to think strategically.
- Ability to work independently, produce high quality outputs.
- Strong inter-personal, negotiation and liaison skills.

- Evidence of proficiency in computer skills, familiar with Excel.

## Languages

Fluency in Portuguese and English is required.

## Required Competencies

The incumbent is expected to demonstrate the following values and competencies:

### Values

- **Inclusion and respect for diversity** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- **Integrity and transparency:** maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- **Professionalism:** demonstrates ability to work in a composed, competent, and committed manner and exercises careful judgment in meeting day-to-day challenges.

### Core competency

- **Teamwork:** develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- **Delivering results** produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- **Managing and sharing knowledge** continuously seeks to learn, share knowledge, and innovate.
- **Accountability:** takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- **Communication:** encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring, and motivational way.

### Other

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment, verification of Education certificate and security clearances.

**How to apply:**

Interested candidates are invited to submit their applications in **ENGLISH**, with:

- a) Cover letter, clearly specify suitability and availability date.
- b) Detailed *curriculum vitae*, including historical salary/financial proposal and minimum three referees (preferably former direct supervisors).

Please submit your application by email to [iommzbvacancies@iom.int](mailto:iommzbvacancies@iom.int), indicating the reference code above: **[Name, CFCV/MZ10/2022/037 – Consultant (Transition Planning)-Financing-(REISSUED)]** as subject. The deadline for applications is **31 March 2023**.

**Only applicant who meets the above qualification will be considered.**

**No Fees:**

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training, or other fee). IOM does not request any information related to bank accounts.

**Posting period:**

From 13.03.2023 to 31.03.2023