INDONESIA

HEALTH SPECIALIST

(GF LEVEL TERM APPOINTMENT: DURATION 2 YEARS)

My Vacancies - Job Details

Job#:  
Job Title: Health Specialist  
Network: Human Development  
Sector: Health, Nutrition & Population  
Manager: Palu, Toomas  
Department/Division: EASHH (Health, Nutrition, Population Sector Unit)  
Grade Range: GF  
Appointment Type: See Job Description Below  
HR Contact: Widdarini, PantjaSavitri  
Posting Date: xx-xx-2013  
Closing Date: xx-xx-2013  
Language Preferences: English [Essential]; Bahasa (Indonesian) [Recommended]  
Location: Jakarta, Indonesia  
Appointment: Local Hire  
Vacancy Status: Long Listed  
Selected Candidate:

Background / General description

If the selected candidate is a current Bank Group staff member with a Regular or Open-Ended appointment, he/she will retain his/her Regular or Open-Ended appointment. All others will be offered a 2 year renewable term appointment.

The World Bank’s Indonesia Human Development Unit is looking to hire a Health Specialist to work as a core member of the Health, Nutrition and Population (HNP) and Social Development (SD) teams. The position is based in Jakarta and the Health Specialist will report to the Sector Manager for HNP as well as the Sector Manager for SD for the EAP region.

The Indonesia program is seeking a Health Specialist to primarily provide implementation support for PNPM Generasi (a community based conditional cash transfer program to improve health and education in the poorest regions) to improve health service delivery, and support the Indonesia health program. The PNPM Generasi tasks will comprise an estimated 75% of staff time. The remaining 25% will be to support the HNP team on other tasks.

A multi-sectoral Bank team comprising HNP, SD, Education (EDN), and Water and Sanitation have
developed with the government a new Community-Based Health and Nutrition to Reduce Stunting Project (CBHNRSP). The proposed project will build on the PNPM Generasi platform, and provide inputs focused on improving the quality of health and nutrition services for children under two years of age. The CBHNRSP will be implemented by the Millennium Challenge Account-Indonesia, under Bappenas. This project complements a number of new and existing programs in Indonesia, similarly focused on improving the uptake and quality provision of services for improving childhood stunting.

The World Bank’s Indonesia Social Development department manages a diverse portfolio of loan operations, policy guidance, analytical work, and operational research around the themes of poverty reduction and community-driven development. Its main operational program in Indonesia is the National Program for Community Empowerment (PNPM-Rural), a nationwide community-driven development program that forms a central pillar of the government’s strategy for poverty reduction. The PNPM umbrella covers a number of operations including:

- PNPM-Rural – a $1.6 billion/yr CDD program;
- PNPM Generasi – a community based conditional cash transfer program to improve health and education in the poorest regions; and
- PNPM Peduli – which provides financing to grassroots NGOs that work with marginalized communities.

The PNPM Support Facility (“PSF”), a multi-donor trust fund managed by the World Bank, is the major policy forum for developing the PNPM policy roadmap. It finances a broad range of supporting activities that include evaluations of local government poverty programs, improving legal access for poor communities, and field experiments to improve the incentives for better supply side delivery of poverty services to poor communities.

The core PNPM program now covers 70,000 villages and continues to perform well despite some of the implementation challenges that the program has faced in its rapid scale up to national coverage in 2008. The massive scaling-up of PNPM presents major institutional challenges. The implementing agency, Directorate General of Village and Community Empowerment (PMD), within the Ministry of Home Affairs, has not yet fully adjusted to the program’s massive scale-up over a short period of time. Basic processes of recruitment, training, and site visits have struggled to cope with a sudden tripling or even quintupling of the number of staff who need to be trained, deployed, and reviewed. While hands-on implementation support to PMD has helped mitigate governance and fiduciary risks and build more robust management systems, continuous attention to the quality of project management is required. To achieve greater impacts, PNPM Generasi’s success in generating increased community demand for health, education and sanitation and hygiene services can be strengthened and met with an equally appropriate supply-side response across sectors.

The Indonesia HNP team is involved in operational and AAA activities in several key focus areas of the health sector in Indonesia, including health financing (with a focus on universal coverage), health care delivery (including human resources for health and assessments of service availability and readiness), and malnutrition. In terms of AAA activities, the HNP team is analyzing human resources for health from the perspective of maternal health and identifying constraints to universal health coverage, and assessing supply-side readiness in terms of measuring and analyzing the effective scope of universal health coverage, among other areas.
Note: If the selected candidate is a current Bank Group staff member with a Regular or Open-Ended appointment, s/he will retain his/her Regular or Open-Ended appointment. All others will be offered a 2 year term appointment.

Duties and Accountabilities

The Health Specialist is expected to provide:

I. PNPM Generasi Operations Support (health service delivery, CBHNRSP)
   - Initiate and facilitate a working group that involving the PNPM Support Facility, PMD in the Ministry of Home Affairs, Ministry of Health, Ministry of Education and Culture, Bappenas, Millennium Challenge Corporation, Millennium Challenge Account-Indonesia, the World Bank Water and Sanitation Program, and MenkoKesrathat delivers the final design of the CBHNRSP program.
   - Coordinate a high-quality design process which culminates in the introduction of cross-sectoral improvements to PNPM Generasi, and the approval and execution of an integrated implementation plan involving Millennium Challenge Account-Indonesia, the Ministry of Health and other relevant stakeholders. This should take the form of draft joint annual work plans, and draft program implementation guidelines (PedomanUmum) to be agreed upon by the relevant Government stakeholders.
   - Advise the Government of Indonesia in implementation of PNPM Generasi to ensure high quality project management including but not limited to: incorporating cross-sectoral improvements and innovations spanning health, education and sanitation and hygiene; management information systems; and implementation of socialization and communications strategies. Technical assistance should take the form of policy briefs, presentations, back to office reports, inputs to program operational documentation, inputs to Aide Memoires, and so on.
   - Advise the World Bank’s PNPM operational management team on introducing nutrition sensitive design elements to PNPM Generasi.
   - Liaise on behalf of PNPM Generasi with other related NGO and donor partners implementing similarly focused programming in maternal and child health and nutrition.
   - Support a World Bank multi-disciplinary team and conduct regular field supervision missions to identify field level problems and provide recommendations for solutions. Findings and corrective actions should be synthesized in back to office reports, and Aide Memoires, and communicated effectively to government.
   - Liaise with the Regional Water and Sanitation Program hub to provide technical assistance on introducing sanitation sensitive design features to PNPM Generasi, potentially through building operational links with PAMSIMAS or other relevant GoI programs.
   - Work with the PSF Communications and M&E teams to manage the production and dissemination of PNPM Generasi-related knowledge products that are relevant to the broader nutrition, health and education communities.
   - Other duties and tasks as specified by the HNP Sector Manager, and the PNPM Generasi Task Team
II. HNP Team Support:

- Provide analytic, research or other professional support to the HNP team across all the different areas of operational and AAA engagement in the health sector.
- Liase with other WB units and with government counterparts as needed.
- Participate in meetings and discussions.
- Write policy briefs and provide inputs to research papers and presentations.
- Other duties and tasks as specified by the HNP Sector Manager or whoever s/he may designate.

Selection Criteria

Competencies:

Client Orientation - Maintains client relationships in the face of conflicting demands or directions and provides evidence-based advice and solutions based on sound diagnosis and knowledge.

Drive for Results - Identifies the needed resources to accomplish results involving multiple stakeholders and finds solutions to obstacles affecting key deliverables.

Teamwork (Collaboration) and Inclusion - Shows leadership in ensuring the team stays organized and focused, and actively seeks and considers diverse ideas and approaches.

Knowledge, Learning and Communication - Leads in the sharing of best practice, trends, knowledge and lessons learned across units and with clients and partners, articulating ideas verbally and in writing in a clear and compelling way across audiences of varied levels.

Business Judgment and Analytical Decision Making - Gathers inputs, assesses risk, considers impact and articulates benefits of decisions for internal and external stakeholders over the long term.

Other Selection Criteria:

This position requires the following qualifications:

- Master’s degree or above in relevant field (health policy, economics, and/or public policy analysis) with minimum 5 years relevant experience.
- Strong experience in health- and community driven development-related operational work.
- Ability to translate theory into practical application.
- Fluency in English and very good writing skills.
- Conversational Bahasa (Indonesian).
- Knowledge and Experience in Development Arena - Translates technical and cross-country knowledge into practical applications and contributions to country and sector strategies; interacts with clients at the policy level.
- Policy Dialogue Skills - Anticipates needs and requests in the field and helps conducts policy discussions with representatives of the government and non-government partners.
- Integrative Skills - Understands relevant cross-sectoral areas how they are interrelated; able to
support cross-sectoral work in lending and non-lending operations.

- Participation and Consultation - Experience conducting consultative and participatory approaches, deriving results that resonate with the client; ability to coach others in the application of the interventions.
- Respond to requests from the Department Management team to support the HD team administratively.

The incumbent should be a team player, but should also be able to work independently and be self-motivated. Preference will be given to those with some experience working on health-and community driven development related issues in an international development organization.