



Humanitarian Development Nexus: Strengthening a Decentralized Health System for protracted displaced population (HealthPro) in al Fasher and Nyala – North and South Darfur States”- T05-EUTF-HOA-SD-73-01  
CUP H82C19000120005

## PROFESSIONAL VACANCY ANNOUNCEMENT No. HealthPRO 04a/2021

### HEALTH OFFICER

#### Profile: Health Officer.

**Program:** “Humanitarian Development Nexus: Strengthening a Decentralized Health System for protracted displaced population (HealthPro) in al Fasher and Nyala – North and South Darfur States” T05-EUTF-HOA-SD-73-01.

#### Applicable regulations:

Resolution of the Joint Committee of 19 November 2019 n. 101 “Criteria and methods for the selection of personnel not belonging to the Public Administration to be hired with a fixed-term private law contract ruled by the local law with reference to article 11 .1 c) AICS statute”.

The Italian Agency for Development Cooperation (AICS) – Khartoum office, intends to recruit a **Health Officer** in the framework of the Program “Humanitarian Development Nexus: Strengthening a Decentralized Health System for protracted displaced population (HealthPro) in al Fasher and Nyala – North and South Darfur States” T05-EUTF-HOA-SD-73-01 (hereafter referred to as “the Program”), financed by the European Union and executed by AICS Khartoum.

### PROGRAMME DESCRIPTION

AICS is implementing a 3 year project “Humanitarian Development Nexus: Strengthening a Decentralized Health System for protracted displaced population (HealthPro) in al Fasher and Nyala – North and South Darfur States”- T05-EUTF-HOA-SD-73-01 funded by the European Union and aiming at Strengthening the Health System in South and North Darfur States and particularly to provide accessible high quality PHC services in the suburban IDP residential areas (ex-camps) of Nyala and Al Fasher town.

Darfur Region is one of the poorest areas in Sudan and Darfur States health indicators are among the worst in Sudan. The conflict has completely jeopardized the organization and delivery of basic health services. It is estimated that about 40% of the health facilities are not operational while the remaining 60% are unable to provide quality PHC services.

The Program aims at improving SMoH and locality health authority governance and their ability to administer and manage the health system according to the WHO 6 pillars and ensure universal PHC service accessibility.

Particularly it aims to provide accessible high quality PHC services in the suburban IDP residential areas (ex-camps) of Nyala and Al Fasher town.

## TERMS OF REFERENCE

**Professional position required:** Health Officer

**Duty station:** Al Fasher, North Darfur State with possible missions to Nyala, South Darfur beneficiary areas and Khartoum.

**Duration:** The contract is including a three-month probation period and will last up to the end of the project, with no derogations on duration terms either extensions. Contract duration might be subject to project funds availability.

**Expected start of employment:** At the end of the recruitment process

**Remuneration:** Euro € 1.210 net monthly salary.

**Prohibition to engage in other activities:**

The selected candidate must not be in a situation of conflict, even potential, of interests that undermine the impartial exercise of the functions, as provided for in Article 53 of Legislative Decree no. 165 of 2001, referred to in Law No. 190 of 2012 and by the Code of Ethics and Conduct of AICS.

The contract implies an exclusivity clause and the employee won't be allowed to carry out any other business/activity that could be in conflict with duties and ToR during the contract period.

The Administration reserves the right to verify, under penalty of exclusion and contract termination, the exclusivity clause compliance

### 1. KEY FUNCTIONS

Under the direct supervision of the Project Officer and the Team Leader the Health Officer will be responsible for:

- Assisting the Project Officer and Team Leader in planning and coordinating program activities;
- Monitoring and Evaluating planned activities;
- Managing data collection;
- Providing Technical assistance to the State Ministry of Health and Local Health Authorities on health system management;
- Supervising implementing partners program activities implementation;
- Ensuring liaison with all the relevant health and political authorities and stakeholders of the State and target Localities;
- Participating at meeting, seminars and workshop on behalf/representing AICS, whenever deemed necessary, and provide minutes/notes;
- Ensuring compliance with program procedure;
- Writing activities report;
- Translating relevant program documentations;
- Support project officers during supervision and evaluation missions conducted by HQs;
- Perform other tasks required by the Project Officer and the Team Leader relevant for project implementation;

## 2. REQUIREMENTS

### 2.1 Essential requirements

Candidates will be considered eligible for selection on the basis of the following essential requirements, to be fulfilled by the deadline for applications:

- Age not exceeding (at the time of signing the contract) that required for retirement by local regulations (60 years), or by Italian regulations (ref. Law 398/87) for candidates' subject to the Italian social security system (67 years);
- Medically fit for employment;
- University Degree in health-related field;
- 3 year of professional experience in health programs or in the field of health system strengthening/health policy/public health/health financing;
- Mother-tongue Arabic or fluent (C1);
- Proficiency in the use of Microsoft Office applications (**excel, word, power point**);
- Good knowledge of English spoken and written (B2);
- Not having sustained, in the three-year period preceding the date of expiry of the notice, an assessment of insufficiency in the assessment of work done/performed in the context of employment contracts signed with AICS offices other than Khartoum;

### 2.2 Preferred requirements

- University master's degree (MSc) in health-related field;
- Previous experience as project officer with INGOs;
- Working experience in state or Federal MoH;
- Working experience in NMSF, NHIF or other Health Institution of Sudan;
- Proven knowledge of Sudanese Health System and health context;
- Good knowledge of Sudan Ministry of Health structure and procedures;

### 2.3 Considered essential for the position

- Good report/proposal writing skills;
- Good interpersonal and communication skills, especially in challenging environments;
- Self-motivated, and able to work with limited supervision;
- Experience in effectively dealing with government officials, NGOs and local stakeholders;
- Team work attitude;

Before submitting their application, candidates should assess whether they fulfil all the essential requirements specified in this vacancy notice. Professional experiences indicated in the curriculum vitae are accounted only from the time the candidate obtained the degree required for the position. Start and end dates of all previous positions and indication on whether they were full- or part-time should be clearly stated in the curriculum vitae. Details of any professional experience, training, research, or studies must be provided in the application. Upon request, candidates must be able to provide supporting documentation clearly indicating the duration and nature of those experiences.

### 3. HOW TO APPLY

The submission of the application, duly signed, should indicate the vacancy announcement code. The application shall be written in English and include:

1. **Legally Binding Statement** (according to art. 46 of Italian D.P.R. 28.12.2000 n. 445), as per the attached template, declaring:
  - a) Surname, name, date and place of birth;
  - b) Residence;
  - c) Age not exceeding (at the time of signing the contract) that required for retirement by local regulation (60 years), or by Italian regulation (ref. Law 398/87) for candidates' subject to the Italian social security system (67 years);
  - d) Citizenship;
  - e) Being medically fit for employment;
  - f) Full enjoyment of political and civil rights;
  - g) Absence of convictions for any criminal offence and absence of any pending criminal and accounting offences both in Italy and abroad;
  - h) Not to have been dismissed, dispensed, declared lapsed or fired from employment in a public administration, both in Italy and abroad;
  - i) Not having sustained, in the three-year period preceding the date of expiry of the notice, an assessment of insufficiency in the assessment of work done/performed in the context of employment contracts signed with AICS offices other than Khartoum;
  - j) To have acquired the academic qualification required by the selection notice;
  - k) To have acquired the professional experience required by the selection notice;
  - l) To have a written and spoken knowledge of English language, at least level C1 of the Common European Framework of Reference for Languages;
  - m) To have knowledge and consistent effective use of the main Microsoft Office applications;

Any false declaration will incur penal sanctions according to article 76 of Italian D.P.R. 28.12.2000, n. 445. as subsequently amended and supplemented, facing immediate termination of employment and loss of any wrongfully obtained benefit.

The application shall also include:

2. **Signed** motivation letter in English.
3. Copy of valid ID.
4. **Signed** Curriculum vitae in English.

**The applicant should also provide a telephone number for communications.** The applicant must communicate any changes occurring after the submission of the application for this vacancy.

The applications, duly dated and signed, should be submitted in non-modifiable pdf format to the following email address: [recruitment.sudan@aics.gov.it](mailto:recruitment.sudan@aics.gov.it) by **June 6<sup>th</sup> 2021 at 12:00 (Khartoum time)**:

- in non-modifiable pdf format to the following email address: [recruitment.sudan@aics.gov.it](mailto:recruitment.sudan@aics.gov.it). The subject of the email must contain the vacancy announcement **Code HealthPRO 04a/2021**

Please note that only complete applications received within the deadline will be accepted and considered.

#### **4. EXCLUSION FROM SELECTION PROCEDURES**

The following will determine exclusion from the selection procedure:

- a) Applications lacking any of the essential eligibility requirements;
- b) Applications received after the deadline stated in this announcement and not following terms and modality set out in the present announcement;
- c) Application documents not signed;

#### **5. EVALUATION OF APPLICATIONS**

Once the terms of validity of the notice have elapsed, the head of AICS office in Khartoum assesses the admissibility of the applications regarding the presence of the essential requirements and the absence of causes for exclusion. The exclusion is communicated to the candidates concerned.

Subsequently, a recruitment commission of three members appointed according to art. 2 of the document approved by the *Delibera* n.101 of the Joint Committee n.101 evaluates the merits of applications by assigning a maximum overall score of 100 points according to the following criteria:

##### **QUALIFICATIONS (Max 70 points)**

- Additional academic titles than the obligatory one: up to 10 points;
- Language skills: up to 10 points;
- Professional experience: up to 40 points;
- Other qualifications of professional skills: up to 10 points.

##### **INTERVIEW (Max 30 points)**

Candidates who score at least 40 points, in the assessment of qualifications, are invited for an interview. A maximum score of 30 points can be attributed. The interview will be carried out through audio/video connection, or at the premises of the Italian Agency for Development Cooperation in Al FAsher or Khartoum.

The interview shall be held in the languages indicated in the vacancy announcement and shall assess the applicant's knowledge and experience, languages skills, his or her ability to carry out the position and any other skills deemed necessary to assess the candidate's profile in relation to the post to be filled.

The invitation for an interview is sent by e-mail or communicated by telephone to the contacts indicated by the candidate in the application. Applicants are not entitled to reimbursement of any costs incurred in connection with the interview.

Following the interview process, a list of candidates is prepared including only candidates with an overall score of not less than 60% of the maximum attributable points (60 points).

#### **6. RESULTS OF THE SELECTION**

The candidate with the highest score in the ranking list is declared the winner. He/she is informed by email or any other appropriate means.

The ranking list remains valid for one year and can be extended for another year for motivated needs related to the implementation of the initiative. In case of a decline by the winning candidate or an early termination

of the contract, the office reserves the right to appoint another candidate from the ranking list - if the necessary financial resources are available.

In the event of equal scoring, the youngest candidate will be preferred.

The ranking list is published on AICS and AICS Khartoum Office website.

The employment contract foreseen the signature of the Italian Agency for Development Cooperation Code of Ethics and Behaviour of staff by the employee according to art. 11, comma 1, let. C) of the Ministry Decree n. 113 July 22nd 2015.

## **7. PROTECTION OF PRIVACY**

The submission of applications by a candidate implies consent to the processing of their personal data, including sensitive data, by personnel assigned to the custody and storage of applications and to their use for the purpose of the selection process.

The data processor is the head of AICS Khartoum.

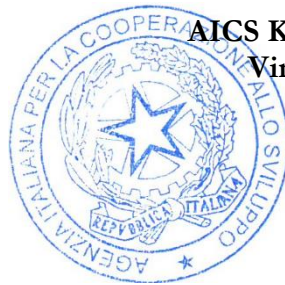
## **8. PROTECTION CLAUSE**

At any stage of the selection process, AICS has the right at its complete discretion to terminate the recruitment process for organisational or financial needs.

## **9. TRANSPARENCY**

This vacancy announcement is published on AICS Rome and AICS Khartoum.

Khartoum, 16 May 2021



**AICS Khartoum Head of Office  
Vincenzo Racaluto**