

Consultancy Notice

1. Area of expertise: Consultant – WHO Health Inequality Monitoring Network

2. Purpose of consultancy

The consultant will provide technical expertise to support the World Health Organization (WHO) in the strategic development and implementation of the [Health Inequality Monitoring Network](#) (HIM Network). The consultancy will focus on strengthening Network governance, membership processes, technical collaboration, knowledge exchange and capacity strengthening activities. The consultant will also contribute to the continuous improvement of the HIM Network Training of Trainers programme and support the implementation of the HIM Network Strategy and Implementation Plan to enhance health inequality monitoring capacities globally.

3. Background

Monitoring health inequalities and their drivers is crucial to achieve health equity, which is a key element of the 2030 Agenda for Sustainable Development aspiration to “leave no one behind” as well as the WHO Fourteenth General Programme of Work (GPW 14). Health inequality monitoring is vital for tracking progress towards universal health coverage to ensure that disadvantaged populations achieve accelerated gains alongside overall improvement in the broader population, thus narrowing coverage gaps.

The Health Inequality Monitoring Team within the Department of Data, Digital Health, Analytics and AI at the WHO has a [five-year strategy](#) (2022–2027) that includes three strategic goals: (1) strengthening capacity for health inequality monitoring at country, regional and global levels; (2) generating the latest evidence on health inequality; and (3) developing and refining health inequality monitoring methods, tools, resources and best practices.

The Health Inequality Monitoring Team requires a consultant with partnership building, stakeholder management, communications and capacity-building expertise to support the activities of the WHO-managed HIM Network. The HIM Network is made up of research institutes, government agencies and nongovernment organizations with the aim of enhancing health inequality monitoring at global, regional and country levels by raising awareness, supporting capacity strengthening, product development, and sharing best practices, tools and resources.

WHO serves as the Secretariat of the HIM Network, responsible for its overall governance. The Secretariat selects and manages participation in the Network, facilitates the coordination of Network activities, ensures that activities align with the Network’s overall mission and objectives, chairs Network meetings, and coordinates communication with Network participants. A Steering Committee provides expert advice and input in support of the HIM Network's coordinated development. This includes providing input regarding plans and activities, supporting the coordination of meetings, offering advice on the establishment of technical working groups, and providing feedback on operational processes.

One of the activities of the HIM Network is to strengthen capacities for health inequality monitoring within countries, regions and globally. This includes a WHO-delivered Training of Trainers (TOT) programme which trains HIM Network members to deliver health inequality monitoring training using WHO's approach, tools and resources.

4. Deliverables

1. HIM Network membership strengthening and annual membership assessment:

- Map potential institutions to involve in the HIM Network and develop an engagement strategy.
- Update the HIM Network annual Open Call process and membership selection framework.
- Conduct technical assessment of applications received through the annual Open Call against selection criteria and provide recommendations for membership selection.
- Review prospective members to support compliance with WHO's policies and rules, including the Framework of Engagement with Non-State Actors (FENSA).
- Develop and maintain the HIM Network member directory and expertise map, to align Network expertise with prioritized activities.

2. HIM Network governance, communications and implementation products:

- Develop and periodically update a strategic implementation plan and annual priorities for the HIM Network.
- Organize two annual meetings of the HIM Network Steering Committee and the annual meeting of the HIM Network, including preparing technical briefing materials, agendas and background documentation.
- Produce summary reports following the Steering Committee meetings and the annual meeting of the HIM Network, including key decisions, strategic recommendations and follow-up actions.
- Develop a communications and stakeholder engagement approach to strengthen knowledge exchange across the HIM Network.
- Develop communication and knowledge-sharing products that promote awareness of HIM Network activities, outputs and opportunities for collaboration.
- Develop and maintain monitoring frameworks and implementation tracking tools on HIM Network activities.

3. HIM Network working group frameworks and technical expert input:

- Develop operational frameworks for HIM Network working groups, including terms of reference, governance arrangements, roles and responsibilities, workplans and expected outputs.
- Provide technical guidance and recommendations to strengthen working group collaboration and implementation of agreed outputs.
- Produce progress reports and recommendations to inform WHO Secretariat decision-making regarding Network activities.
- Develop a strategy for the dissemination of HIM Network technical outputs.

4. HIM Network Training of Trainers (TOT) programme and capacity-building initiatives:

- Conduct technical assessment of TOT participant final assignments against established criteria.

- Produce guidance package for certified trainers from the TOT programme to contribute to the delivery of health inequality monitoring training programmes.
- Collect and analyse feedback from TOT programme participants and produce a report of recommendations to improve the programme.
- Provide expert technical input for the delivery of health inequality monitoring courses.
- Provide expert technical input for the design and development of health inequality monitoring training courses, learning materials and capacity-building resources.
- Develop participant engagement and learning framework designed to strengthen learning outcomes and programme completion.

5. Qualifications, experience, skills and languages

Educational Qualifications:

- Advanced university degree in public health, health communication, health information science, project management, management, or related area.

Experience:

Essential:

- Over 10 years' relevant experience in stakeholder engagement, strategic planning, communications, and management of international partnerships or networks.
- Experience in the area of public health, particularly health information systems.
- Experience in developing and sustaining global networks with a range of government and non-government stakeholders.
- Experience in the development of governance processes, technical guidance documents, operational frameworks, terms of reference and standard operating procedures.
- Experience in the development of stakeholder engagement plans.
- Experience coordinating and facilitating technical working groups, expert advisory groups, communities of practice, or professional networks.

Desirable:

- Experience in capacity-building, including developing and delivering training programmes, particularly related to health inequality monitoring.
- Experience in developing online products, including in product development, testing and dissemination.
- Experience working with the World Health Organization, United Nations agencies or other international organizations.

Skills/Knowledge:

- Excellent written and verbal communication skills.
- Strong project/programme management and organizational skills.
- Strong strategic thinking and planning skills.
- Strong skills in stakeholder management/engagement and partnership development.
- Good knowledge of MS Office including Outlook, SharePoint, Teams, Word, Excel and PowerPoint.
- Ability to work independently and remotely in multidisciplinary and multicultural settings.

Languages and level required:

- Essential: Expert level of English.

6. Location

Off site: Home-based

7. Travel

The consultant is not expected to travel

8. Remuneration and duration

- a. Remuneration: Band level C (USD 500–625 per day; USD 10,000–12,500 per month)
- b. Expected duration of contract: initial contract for 9 months (01 January 2027 – 30 October 2027) with possibility of extension, part-time or full-time

9. How to apply

To apply for this consultancy position, please send your CV and a covering letter to:

Email: inequality_monitoring@who.int

Subject: Consultant – Health Inequality Monitoring Network

Deadline: **2 November 2026**

Additional Information:

- This vacancy notice may be used to identify candidates for other similar consultancies at the same level.
- Only candidates under serious consideration will be contacted.
- A written test may be used as a form of screening.
- If your candidature is retained for interview, you will be required to provide, in advance, a scanned copy of the degree(s)/diploma(s)/certificate(s) required for this position. WHO only considers higher educational qualifications obtained from an institution accredited/recognized in the World Higher Education Database (WHED), a list updated by the International Association of Universities (IAU)/United Nations Educational, Scientific and Cultural Organization (UNESCO). The list can be accessed through the link: <http://www.whed.net/>. Some professional certificates may not appear in the WHED and will require individual review.
- For information on WHO's operations please visit: <http://www.who.int>.
- The WHO is committed to creating a diverse and inclusive environment of mutual respect. The WHO recruits workforce regardless of disability status, sex, gender identity, sexual orientation, language, race, marital status, religious, cultural, ethnic and socio-economic backgrounds, or any other personal characteristics.

The WHO is committed to achieving gender parity and geographical diversity in its workforce. Women, persons with disabilities, and nationals of unrepresented and underrepresented Member States (<https://www.who.int/careers/diversity-equity-and-inclusion>) are strongly encouraged to apply for WHO jobs.

Persons with disabilities can request reasonable accommodations to enable participation in the recruitment process. Requests for reasonable accommodation should be sent through an email to reasonableaccommodation@who.int
- An impeccable record for integrity and professional ethical standards is essential. WHO prides itself on a workforce that adheres to the highest ethical and professional standards and that is committed to put the WHO Values Charter (<https://www.who.int/about/who-we-are/our-values>) into practice.
- WHO has zero tolerance towards sexual exploitation and abuse (SEA), sexual harassment and other types of abusive conduct (i.e., discrimination, abuse of authority and harassment). All members of the WHO workforce have a role to play in promoting a safe and respectful workplace and should report to WHO any actual or suspected cases of SEA, sexual harassment and other types of abusive conduct. To ensure that individuals with a substantiated history of SEA, sexual harassment or other types of abusive conduct are not hired by the Organization, WHO will conduct a background verification of short-listed candidates.
- WHO has a smoke-free environment and does not recruit smokers or users of any form of tobacco.
- Consultants shall perform the work as independent contractors in a personal capacity, and not as a representative of any entity or authority.
- WHO shall have no responsibility for any taxes, duties, social security contributions or other contributions payable by the Consultant. The Consultant shall be solely responsible for withholding and paying any taxes, duties, social security contributions and any other contributions which are applicable to the Consultant in each location/jurisdiction in which the work hereunder is performed, and the Consultant shall not be entitled to any reimbursement thereof by WHO.
- Please note that WHO's contracts are conditional on members of the workforce confirming that they are vaccinated as required by WHO before undertaking a WHO assignment, except where a medical condition does not allow such vaccination, as certified by the WHO Staff Health and

Wellbeing Services (SHW). The successful candidate will be asked to provide relevant evidence related to this condition. A copy of the updated vaccination card must be shared with WHO medical service in the medical clearance process. Please note that certain countries require proof of specific vaccinations for entry or exit. For example, official proof /certification of yellow fever vaccination is required to enter many countries. Country-specific vaccine recommendations can be found on the WHO international travel and Staff Health and Wellbeing website. For vaccination-related queries please directly contact SHW directly at shws@who.int.

- In case the recruitment website does not display properly, please retry by: (i) checking that you have the latest version of the browser installed (Chrome, Edge or Firefox); (ii) clearing your browser history and opening the site in a new browser (not a new tab within the same browser); or (iii) retry accessing the website using Mozilla Firefox browser or using another device. Click the link for detailed guidance on completing job applications: [Instructions for candidates](#).