**Applicant Name: Date completed:**

**Thanks to fill in this document based on your experiences and current skills.**

**Please, don’t forget to describe your experience.**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Health Promotion Activity Manager Competencies** | | **Theoretical knowledge** | **Practical experience** | **Performed independently** | **Confident to teach others** | **Briefly specify personal experience or provide any comments you feel are relevant and not covered in your CV** |
| ***Based on the competency framework*** | | **(Y/N)** | **(Y/N)** | **(Y/N)** | **(Y/N)** |
| Part 1 Communication related competencies | | | | | | |
| 1.1. | Activity listening – listens to other party’s interest (community, stakeholders, team, colleagues, line-manager) |  |  |  |  |  |
| 1.2. | Culturally sensitive communication |  |  |  |  |  |
| 1.3. | Empathises with the other party’ s needs |  |  |  |  |  |
| Part 2 Teamwork, people management and collaboration | | | | | | |
| 2.1. | Team Collaboration |  |  |  |  |  |
| 2.2. | Organizing the work (put in place work plans, organizing team meetings,…) |  |  |  |  |  |
| 2.3. | Empowerment and supporting teams - delegation / capacity building (set up of development plan, able to delegate, supervision and coaching, |  |  |  |  |  |
| 2.4. | Recruitment and evaluation |  |  |  |  |  |
| Part 3 Needs and situation analysis | | | | | | |
| 3.1. | Able to design and implement rapid qualitative assessment |  |  |  |  |  |
| 3.2. | Able to design and implement quantitative surveys |  |  |  |  |  |
| 3.3. | Able to conduct community mapping and stakeholder analysis |  |  |  |  |  |
| Part 4 Programme management | | | | | | |
| 4.1. | Strategy design and planning (define objectives, target population, activities, indicators, chronogram, budget,…) |  |  |  |  |  |
| 4.2. | Implementation | | | | | |
|  | Able to coordinate the implementation of the set strategy according to the chronogram and resources provided |  |  |  |  |  |
|  | Able to put in place the preparatory steps for implementing an activity (training, supervision, coaching…) |  |  |  |  |  |
|  | Able to develop the community network in a continuous way (coherent with the social mapping) |  |  |  |  |  |
|  | Able to set up and facilitate community collaboration systems / partnerships |  |  |  |  |  |
|  | Able in ensuring the application of culturally relevant and appropriate approaches with people from diverse cultural, socioeconomic and educational backgrounds |  |  |  |  |  |
|  | Able to find creative solutions and develop creative methods and tools |  |  |  |  |  |
|  | Able to develop new or make use of existing community networks that can support the implementation of activities and attaining the set goals (networking) |  |  |  |  |  |
|  | Able to find opportunities in challenges they encounter. Adopting a problem-solving attitude. |  |  |  |  |  |
|  | Develop and coordinate production of appropriate, context-adapted program support materials (e.g. audio-visual health education materials, activity guides, topic guides,… ) |  |  |  |  |  |
|  | Co-ordinate or carryout pre-testing of program resources |  |  |  |  |  |
| 4.3. | Monitoring (putting up monitoring system, analyzing monitoring data) |  |  |  |  |  |
| Part 5 Information management | | | | | | |
| 5.1. | Capitalisation (able to systematically capitalize and report on lessons learned) |  |  |  |  |  |
| 5.2. | Evidence-based approach (searches and uses existing knowledge and apply it in operations) |  |  |  |  |  |
| 5.3. | Information Technology (familiar with office 365, GIS, social media, graphic design…) |  |  |  |  |  |
| Part 6 Vertical HP technical competencies | | | | | | |
| 6.1. | Expertise in behaviour change approaches |  |  |  |  |  |
| 6.2. | Health Education (experience in the use of health education techniques and methods; able to lead design and development of health education materials; familiar with pretesting methods) |  |  |  |  |  |

Questions on Health Promotion (HP)

*Answers should contain maximum 200-300 words for every question.*

1. Taking into consideration your previous work experience, why have you decided to apply as a field health promoter with MSF now and how does this fit into your general plan of personal and professional choices for the coming 2 years?
2. What do you understand under Health Promotion and its role within MSF as a medical and emergency organisation? What would you consider as typical HP activities?
3. What is your experience in working within multidisciplinary approach? Please describe.
4. What experience do you have in socio-cultural context analysis and the use of quantitative & qualitative data collection methods?
5. What is your experience with Community Engagement? Can you describe successes, difficulties and achievements did you face?
6. What is your experience in capacity building for Health Education & Health Promotion? Please describe.
7. Specifically highlight which of the categories your most interested in (1 high interest- 5 less interest)
8. Assessments, surveys, research analysing data-
9. Community engagement activities (networking, implementing integrated participatory strategies)-
10. Developing creative material and methods for HP, prevention and awareness raising (graphic designing, drama, music, video etc.)-
11. Designing Innovative tools; social media, telephone, websites messaging -
12. Motivating, empowering, building skills for patients and community groups.
13. What experience do you have in team management, training, supervision and/or coaching?
14. What is your experience in using social media for health promotion purposes?

**Case Study – Health Promotion**

Mission in Greece: you are involved in opening a project; you are the 1st HP Manager in this sexual and reproductive health project. The population targeted is a migrant population, with a great variety of cultures, scattered inside a town. The Medical Responsible asks you to set up an health promotion strategy to support (make easier) the access to care, prenatal, postnatal and family planning.

You have a 2 HP teams. It is a 3 years project.

1. What are the four first priority activities that you will carry out
2. Which impediments you may find, and which are your proposals to overcome them?
3. Which means will you set up to insure the quality follow up of these activities?