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**Launching the Pan-European Leadership  
Academy: Tier 1 Demonstration Project**

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## **Concept Note**

### **1. Background and context**

Member States of WHO globally – and in its European Region – are committed to implementing three interconnected strategic priorities that constitute the pillars of the Organization’s Thirteenth General Programme of Work, 2019–2023 (GPW 13):

- moving towards universal health coverage;
- protecting people better against health emergencies; and
- ensuring healthy lives and well-being for all at all ages.

These core priorities are anchored in the 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs) and are linked to three bold targets for the health sector’s contribution to the SDGs.

The European Programme of Work, 2020–2025 – “United Action for Better Health in Europe” (EPW), adopted at the 70th session of the WHO Regional Committee for Europe, demonstrates how the work of WHO/Europe will contribute to the global vision set out in GPW 13. It aligns the work of WHO/Europe with the “triple billion” targets of GPW 13, while supporting countries in their commitments to implement the 2030 Agenda and the Global Action Plan for Healthy Lives and Well-being for All.

The EPW reflects WHO/Europe’s determination to leave no one behind and to strengthen the leadership capabilities of health authorities in the Region. It sets its priorities for the coming five years by starting from what citizens in the Region legitimately expect from their health authorities. People want their authorities to guarantee their right to universal access to quality care without fear of financial hardship; they want them to offer effective protection against health emergencies; and they want to be able to thrive in healthy communities, where public health actions and appropriate public policies secure a better life in an economy of well-being.

### **2. About the Pan-European Leadership Academy (ELA)**

The establishment of a Pan-European Leadership Academy (ELA) is a key initiative of the WHO Regional Director for Europe, that is intended to support how WHO/Europe will work to maximize country impact to deliver the EPW and GPW 13.

The overarching goal of the ELA is to support Member States to achieve the EPW goals and objectives, including by supporting national health systems to prepare for potential risks and emergencies, and in the delivery of universal health coverage to leave no one behind.

When fully operationalized, ELA will comprise three tiers:

- Tier 1 – a capacity-building programme that offers opportunities for young professionals from national administrations and public health institutions to obtain an enhanced understanding of public health and health systems, with an emphasis on building participatory leadership capacities, as well as of the WHO/United Nations system;
- Tier 2 – a mid-level exchange programme for officials from national administrations, with opportunities for mutually beneficial exchanges of knowledge, experience and capacity-building between these officials and WHO/Europe’s technical programmes, in line with the three core priorities and four flagship initiatives of the EPW, and including a focus on health system recovery and resilience;
- Tier 3 – a twinning and peer-support programme between high-level decision-makers, with structured support for the exchange and scaling up of nationwide and sustainable health system and public health innovations, and for effectively managing change.

WHO/Europe is launching ELA in 2021 with the first of two demonstration projects, which focuses on Tier 1. It had also been intended to implement the Tier 2 demonstration project during 2021, however, due to the constraints of the pandemic, this will now follow in 2022.

The scope and focus of Tier 2 will be further refined over the course of 2021, including lessons learned from the launching of the Tier 1 demonstration project.

### **3. The ELA Tier 1 demonstration project**

ELA Tier 1 provides an opportunity for young professionals from public health and health-related fields to further develop their knowledge and skills.

Participants will be enrolled in a structured training programme (with exposure to both WHO’s technical work and its ways of working at the country, sub-regional and regional levels), and will be placed in technical units and other relevant settings within WHO/Europe (the Regional Office in Copenhagen, Denmark, geographically dispersed offices and country offices).

Initial priority is being given to junior professionals from Member States in central Asia, the Western Balkans and the Russian Federation.

The target date for launching the Tier 1 demonstration project is 4 June 2021, with the publication of a call for interest and with participants joining the Academy on 1 September 2021.

### **4. Guiding principles for the demonstration project**

Placement with the WHO Regional Office for Europe will be for a 12-month period across three sites.

Participants will be given opportunities to learn about and participate in the regular work of the Organization. They will be encouraged to participate freely in relevant technical activities and in divisional meetings. Participants will have opportunities to travel in connection with technical meetings, workshops or other activities relevant to their terms of reference.

However, they will not have the status of WHO staff members and will not be authorized under any circumstances to express their opinion on behalf of the World Health Organization or to work with government counterparts on their own.

The selection process will be open to all applicants from the target group who meet the minimum requirements. Candidates chosen at the end of the process will not require the approval of their national government to participate.

Only applicants from Member States of the WHO European Region will be considered.

## **5. Overview of the ELA Tier 1 curriculum**

The Tier 1 curriculum has been designed in consultation with internal and external partners to ensure a comprehensive and well-rounded experience.

The curriculum comprises experiential training through a rotation of placements at the regional office, geographically displaced office and country office level.

Participants will also have access to online learning through the WHO iLearn platform. In this regard several playlists have been developed for key technical areas and also focusing on transversal skill sets and competencies, including: leadership, management, and emotional intelligence. Further, participants will have access to face-to-face trainings offered by the Organization as well by external partners.

A dedicated Induction programme for participants is currently being designed and throughout their placement period, participants will have access to career counselling and mentorship support.

## **6. Evaluation**

The Tier 1 demonstration project will be fully evaluated, including the perspectives of participants, placement managers, and other partners. The methodology is currently under development and will be finalised during 2021.

## **7. Building sustainability for the future**

To support ongoing learning following the completion of the programme and build a network with the following cohorts and external partners, the Secretariat will develop a platform jointly with these alumni where they may keep in contact with each other and share ideas. The exact modality is being reviewed and will be developed over the course of the year.

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