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Alexandre Abrantes

Alexandre Abrantes is Vice-President of the Portuguese Red Cross. He is Associate Professor at the National School of Public Health of the NOVA University of Lisbon, he teaches International Health Policy and Administration and he is the Head of the Department of Health Policy and Health Care Management.

Alexandre was the World Bank Special Envoy to Haiti. Prior to that he was the World Bank Portfolio and Operations Program Manager for Brazil, he served as the Human Development Team Manager for Western Africa. He was also Human Development Manager and Lead Public Health Specialist for the Southern Cone. Before joining the Bank, Alexandre held positions at the European Union, in the University of Lisbon and at the Portuguese Ministry of Health.

He has a degree in medicine from the Faculty of Medicine of Lisbon, a MSc in Community Medicine from the London School of Hygiene and Tropical Medicine and a Doctorate in Public Health from the University of North Carolina at Chapel Hill.



Ananda Fernandes

Ananda Fernandes is Coordinating Professor of the Nursing School of Coimbra (ES-EnfC). She has a PhD in Nursing and she is Specialized in Nursing of Child Health and Pediatrics. Ananda is a researcher of the Research Unit in Health Sciences of the Nursing School of Coimbra. She is the Director of the WHO Collaborating Center for Nursing Practice and Research, member of the coordinating group of the National Program for the Prevention and Control of Pain.



André Biscaia

André Biscaia is a family physician at the Unidade de Saúde Familiar (Family Health Unit) Marginal, ACES de Cascais, Portugal. He works as advisor to the Board of Directors of ARSLVT - Lisboa e Vale do Tejo Regional Health Administration, Portugal. He has a special interest in health services research, education and training, job satisfaction, health services' commissioning, health systems and human resources planning.

André has a PhD degree in International Health, Health policies and Development by the Instituto de Higiene e Medicina Tropical da Universidade Nova de Lisboa (2010).



Claudia Maier

Claudia Maier is a postdoctoral researcher at the Department of Health Care Management, Technische Universität Berlin and a senior fellow at the Center for Health Outcomes and Policy Research, at the University of Pennsylvania, USA. Prior to this, she worked with the WHO Regional Office for Europe and in the Department of Evidence, Innovation, and Policy at UNAIDS.

Claudia was a technical officer at the European Observatory on Health Systems and Policies, where she worked on the E.U.-funded PROMeTHEUS research project. Her research interests include nursing science, health workforce, migration of health professionals and international health systems comparisons.

Maier has published in journals including Bulletin of the World Health Organization, Health Policy, and BMC Public Health. She is the editor of a volume on the mobility of health professionals in Europe and has authored various book chapters on the health workforce, mobility of health professionals, and migrant health.

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David Smith

David Smith is Director of the International Network for Health Workforce Education (INHWE), an organisation that aims to bridge the gap between educators, researchers and policy makers as part of its commitment to improve the training provided to health professionals across the globe. David's role at INHWE is to connect its group of members and thus break down barriers of professional silos, organisational hierarchy, and geographical distance. David has many years' of experience within healthcare settings at both local, regional and international level having worked for the National Health Service in England before moving to Brussels to work within the EU health policy setting.



Eduardo Anselmo de Castro

Eduardo Anselmo de Castro has a PhD in Regional Economics from the University of Aveiro, a MSc in Local Geography, Local and Regional Planning from the University of Lisbon and a degree in Civil Engineering from the University of Coimbra. He is an Associate Professor in the University of Aveiro, at the Department of Social, Political and Territorial Sciences. He lectures under-graduated and graduated courses of Regional Economics and Planning, Social and Economic Analysis, Environmental Economics and Policy and Project Evaluation.

Presently, he is coordinator of the research unit on Competitiveness, Governance and Public Policy (GOVCOPP). He was member, and most of the times coordinator, of research teams of the University of Aveiro participating in several European and National sponsored projects.



Ellen Kuhlmann

Ellen Kuhlmann is currently Research Group Leader of Health Policy and Management at Medical School Hannover, Germany, and associated Senior Researcher at Karolinska Institutet, Medical Management Centre Sweden. She is since many years researching the health professions, workforce governance and organisation/management of care, and gender and diversity. Ellen has a professional background as registered nurse specialised in intensive care and anaesthesiology, Master Public Health, and PhD and post-doc qualification in sociology. Next to several research and teaching positions in Germany she held international positions as guest researcher at Karolinska Institutet, Sweden, guest professor at Aarhus University, Denmark and senior lecturer at the University of Bath, UK. Ellen is an initiator and president of European Public Health Association (EUPHA) 'Health Workforce Research' section.

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Eric de Roodenbeke

Eric de Roodenbeke, PhD, is a French national with an extensive international experience in health systems and policies and a strong background in hospital management. Since June 2008 he holds the position of CEO of the International Hospital Federation. Prior to this he has worked a total of 4 years at the World Health Organization and the World Bank leading various health intervention, educational, management and capacity building programs mostly in Africa. He was Director of several French hospitals of different types for an overall period of 10 years. He has also worked at the French Ministry of Foreign Affairs for 10 years both at head quarter and in field projects in Africa,

Eric de Roodenbeke holds a Ph.D. in health economic; a Hospital Administration post graduate diploma and a University diploma in Public Health. He has taught in various masters programs and senior continuous education course and published several books as well as various articles in professional journals.



Eszter Kovacs

Eszter Kovacs studied sociology at University of Szeged and obtained her MSc degree in 2007. She obtained her PhD degree in Health Sciences at the Institute of Behavioral Sciences, Semmelweis University in 2013.

Eszter joined Health Services Management Training Centre (HSMTC), Semmelweis University in 2009 and started her participation in international research projects, e.g. in FP7 Health PROMeTHEUS, European Cross-border Care Collaborations, and the Joint Action for European Health Workforce Planning in the EU. At HSMTC, she leads the activities of the WHO Collaborating Centre on Human Resources for Health Development and the EU Joint Tender "Support for the health workforce planning and forecasting expert network". Her areas of expertise are human resources for health and related health policy issues, workforce planning, health professionals, and patients' mobility, cross-border health care, patients rights and medical and health tourism.



Federico Lega

Federico Lega, Ph.D, is full professor of health administration at SCIBIS Department in UNIMI. Further, he's also professor at Bocconi University, where he is the director of the master MIHMEP, teaches the courses in Public Management and Health Services Management and leads the research in Strategy and Organizational Development in healthcare at Bocconi research center on health policy and management. He's been Coordinator and Director of the Bocconi Italian Master in healthcare management and Head of executive education for health managers and clinicians at Bocconi School of Management. Since 2005 was appointed Adjunct Professor of the Department of Health Services Administration at the University of Alabama at Birmingham, USA, and has been visiting scholar at INSEAD and HSMC at Birmingham University, UK. Since 2007 he's also visiting research fellow at York management school. His research interests focus on organization and management of healthcare institutions and on modernization and innovation processes in Hospitals. He published four books and several articles on journals.

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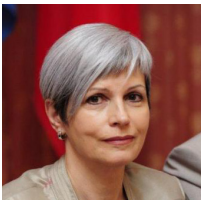


Fiona Patterson

Fiona Patterson is a leading expert in assessment, selection and innovation in organisations. She is the founding Director for Work Psychology Group, a research-led consulting practice located in the UK, providing advice to organisations internationally. She is a Visiting Researcher at the University of Cambridge and Visiting Professor at the University of London. Fiona publishes regularly in the highest-ranking journals in healthcare and she has published over 100 peer reviewed journal articles.

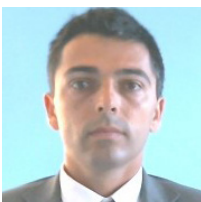
In recognition of her work she was appointed as honorary Professor at the University of Nottingham Medical School in 2010 and in 2012, Fiona was awarded an Honorary Fellowship of the Royal College of General Practice, which is the highest award the College can bestow.

In 2014, Fiona established a new international research network for selection for the healthcare professions (INReSH) with contributors from around the globe.



Galina Perfilieva

Galina Perfilieva is the WHO consultant and the recent past Programme Manager on Human resources for health (HRH) in the Division of Health Systems and Public Health in the WHO Regional Office for Europe in Copenhagen. She was leading the WHO technical programme for almost 15 years from April 2003 till January 2018. Her area of expertise is health workforce development, including policy, planning and education. She qualified as an MD at the State Medical Institute in Minsk, Byelorussia in 1978 and subsequently trained in public health and health care management. She has been awarded by EHMA with Kellogg fellowship for Leadership in Health care management in 1991, and holds a D.Sc. in Social Medicine from the Research Institute of Social Medicine, Health Economics and Management, Russian Academy of Medical Science in Moscow (1995). She has been working in the area of health human resources for over 35 years, acquiring experience both at the national and international level. She is the author of numerous publications in the field of health workforce and health professional education.



Giorgio Cometto

Giorgio Cometto is a medical doctor with post-graduate education in health policy, planning and financing. He has worked on health system development at national and international levels over the past 15 years, in humanitarian, post- conflict and development settings. He is currently the coordinator of the policies, norms and standards unit of the health workforce department in WHO Headquarters. He facilitated the development of the WHO Global Strategy on Human Resources for Health, adopted by the World Health Assembly in 2016.

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Inês Fronteira

Inês Fronteira holds a master in Public Health and a PhD in International Health. She is a lecturer at the International Public Health and Biostatistics Department of the Institute of Hygiene and Tropical Medicine. From 2011 to 2015 she was director for research at the WHO Collaborating Center for Health Workforce Policies and Planning. Currently she is Director of the Public Health and Development Master Program at IHMT. She is an expert for the National Council of Health of Portugal and associate editor of Human Resources for Health BMC Journal. Her research on health workforce issues focuses on migration, training, skill-mix, advanced roles and working conditions



James Buchan

James Buchan is the Adjunct Professor of the WHO Collaborating Centre at University of Technology Sydney (UTS), Australia, with thirty years experience of practice, consultancy, and applied/ policy research in health care human resources (HRH) in over +50 countries. James is specialised in developing strategic intelligence and policy advice at national level and internationally on the HRH implications of health sector reorganisation and healthcare reform; health workforce pay, incentives and reward strategy; workforce planning; employment relations; regulation of health professionals; performance management, labour market analysis; and skill mix/ extended roles. He has extensive experience working with Ministries of Health and equivalent at national level and is an experienced invited speaker at national and international conferences on HR issues in health sector. He acts as a consultant and adviser for many national and international bodies and organisations.



Jorge Simões

Jorge Simões is Invited Full Professor of Health Policy and Health Care Systems at Hygiene and Tropical Medicine Institute, Nova University of Lisbon.

He is president of National Health Council (Portugal). He is the leader, in Portugal, of Health Systems in Transition (HiT), from the European Observatory on Health Systems and Policies.

He was Advisor to the President of Republic (1996-2006); President of the Committee for the Sustainability of the Financing of the National Health Service (2006-2007); Coordinator of the team on evaluation of public private partnerships in hospitals (2008-2009); co-coordinator of National Health Plan 2011-2016; President of Health Regulatory Authority (2010-2016).

His research interests are in health policies, health care evaluation, health planning, health regulation. He published six books, coordinated the editing of seven books, published eighteen chapters of books and dozens of articles in academic journals.

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Jorge Soares

Jorge Soares is Director of the Calouste Gulbenkian Foundation and Professor of Pathological Anatomy. Between 2001 and 2003 he was Director of the Lisbon Delegation of the National Institute of Legal Medicine. Between 1985 and 2001 he was Director of the Department of Morphological Pathology, Instituto Português de Oncologia-Lisboa. He was president of the Society of Medical Sciences of Lisbon (2003-05), Portuguese Society of Pathological Anatomy (1997-99) and Portuguese Society of Senology (2004-06). He is a full member of the Academy of Medicine of Portugal, Correspondent of the Royal National Academy of Medicine of Spain, the Royal Academy of Medicine of Granada and the Academy of Sciences of Lisbon. He is the President of the “National Council of Ethics for Life Sciences”. He was the President of the Scientific Council of Health and Life Sciences, FCT (2013-14). He has a Merit Medal from the Ministry of Health, Gold Degree.



Luís Lapão

Luís Lapão was Visiting Professor of Healthcare Management at Karolinska Institutet (Medical Management Center) in 2014 and at Dubai University in 2009. He was Visiting Professor of Project Management in Medical Informatics at University of Porto from 2007 to 2009. He is an active member of the World Health Organization Collaborating Centre for Health Workforce Policy and Planning. He was Director of the PACES program (Ministry of Health) responsible for the training in Management and Leadership for Primary Health Care Managers in Portugal (2008-10). He is auditor of the European Commission for the Healthcare Information Systems since 2005. He is Associated Editor of the BMC Medical Informatics and Decision-Making. He is, since 2017, an external member of the Lisbon Nursing School General Council. He works in the areas of Health innovation and health information systems, with emphasis in the areas of human resources for health, organization and project management, and management of information systems and eHealth. He is author and co-author of more than 100 papers and five books.



Marjolein Dieleman

Marjolein Dieleman, PHD, MSc, MPH is a senior adviser in human resources for health (HRH) and health systems research and director of KIT's activities as a WHO collaborating center for Human Resources for Health. She is also Associate Professor at Amsterdam's Vrije Universiteit. Her three main roles, as teacher, advisor and researcher, allow her to bridge research and practice in the area of health systems and human resources for health in low and middle-income countries. Marjolein has extensive experience in strategic human resource for health management, in policy and planning, in training and in conducting (action) research. As part of her work, Marjolein supports partners in Sub-saharan Africa in documenting and disseminating their research and experiences in programmes to strengthen health systems. Currently, Marjolein is project leader for KIT in a consortium of seven partners working to scale-up action research with district health management teams in Malawi, Ghana and Uganda. Additionally she supports countries in their efforts in developing a national HRH plan.

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Matthias Wismar

Matthias Wismar is the Observatory's senior health policy analyst. He is developing studies, policy briefs, rapid responses and face-to-face dissemination events including policy dialogues, evidence briefings, policy mappings, seminars, workshops and book launches.

His main areas of interest are health policy, politics and governance; civil society and health; European integration and health and health systems; the health workforce; and health in all policies (HiAP).

He holds a doctorate in political science from Goethe University, Frankfurt (Germany) and has also studied at the University of Southampton (UK) and at the Nuffield College, Oxford (UK). Before joining the Observatory he was heading a health policy research unit at Medical School Hanover (Germany).



Nigel Crisp

Lord Nigel Crisp is an independent crossbench member of the House of Lords where he co-chairs the All-Party Parliamentary Group on Global Health. He works and writes extensively on global health. He also co-chairs Nursing Now, the global campaign on nursing.

He was previously Chief Executive of the English NHS – the largest health organisation in the world with 1.3 million employees – where he led major reforms between 2000 and 2006. He was at the same time the Permanent Secretary of the UK Department of Health.

He chaired the Gulbenkian Commission on the Future of Health in Portugal which reported in 2014.

He is a Senior Fellow at the Institute for Healthcare Improvement, an Honorary Professor at the London School of Hygiene and Tropical Medicine and a Foreign Associate of the US National Academy of Medicine.



Paulo Ferrinho

Paulo Ferrinho, with South African and Portuguese nationality, is Full Professor of International Health, at the Institute of Hygiene and Tropical Medicine, Universidade NOVA de Lisboa, where he is the Director since 2009.

He has a Medical degree from the University of Cape Town; a Diploma in Tropical Medicine & Hygiene (DTM&H) and two masters degrees by the University of the Witwatersrand, Johannesburg; and a PhD in Community Health, by the Medical University of Southern Africa, Ga-rankwa. Undertook advanced post-graduate studies in epidemiology as a British Council Scholar at the London School of Hygiene and Tropical Medicine, United Kingdom.

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Ronald Batenburg

Ronald Batenburg is trained as a sociologist and obtained his masters at Utrecht University and his PhD at Groningen University, the Netherlands. How job structures evolve within economies, sectors and organizations, and how these determine the quality of work of professionals, are the central questions he worked on at different universities research institutes. As of 2009, he is a programme leader at the Netherlands institute for health services research (NIVEL) and specialized in the area of human resources for health. The main projects he leads concern the changing job structure of health sectors and health organizations. This includes how institutional reforms, organizational changes, task delegation and substitution actually change job structures and the work of healthcare professionals. From a policy perspective, he evaluates how healthcare policy and management – in particular (strategic) health workforce planning – can improve the alignment between healthcare demands and the critical supply of human resources for health. Since 2017, Ronald is endowed professor in health workforce and organisation studies at Radboud University Nijmegen.



Tiago Correia

Tiago Correia, health sociologist currently based at ISCTE-Lisbon University Institute, after previous appointments as a visiting fellow in Canada. His expertise crosses health systems governance, organizations and professions, on which he publishes extensively. He also provides technical advice to Portuguese and international institutions and gives specialized training to health professionals.



Usman Khan

Usman Khan was appointed Executive Director of the European Health Management Association in March 2016. He is a health policy and management professional with significant executive level experience within the public, private and not for profit sectors. He completed his PhD in Public Policy at Sheffield University in 1990 and subsequently spent over a decade working in academia, before moving into health and social care consulting in 2000. During the last two decades Usman Khan has also held a number of high profile non-executive positions in health and social care, including being Chair of Camden and Islington NHS Trust and Turning Point, a leading UK not for profit provider of health and social care services. He currently holds academic positions at the Milken Institute School of Public Health George Washington University and at New York University (London) and is a Member of the WHO European Region Primary Care Advisory Group.

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Walter Sermeus

Walter Sermeus is professor of healthcare management, Leuven Institute for Healthcare Policy, University of Leuven KU Leuven, Belgium. He holds a PhD in Public Health, a MSc in Biostatistics, a MSc in Healthcare Management and a BA in Nursing. He is Program Director of the Master in Health Care Policy & Management and Head of KU Leuven WHO Collaboration Centre on Human Resources in Health Research & Policy.

He is Senior Fellow to the Center for Health Outcomes and Policy Research at the University of Pennsylvania School, USA, Fellow of the European Academy of Nursing Science, Fellow of the American Academy of Nursing, Fellow of the Belgian Royal Academy of Medicine and the European coordinator of the EU RN4CAST-network, Nurse Forecasting in Europe.