



International Organization for Migration (IOM)
The UN Migration Agency

Terms of Reference
Vacancy:
Qualified Somali Diaspora Midwife

Ministry of Health and Human Services, Jubaland
Kismayo General Hospital

I. General Information	
Post/Title	Obstetrician/Gynecologist
Date of Issue	24 August 2020
Host Institution	Kismayo General Hospital, Ministry of Health, Jubaland
Duty Station	Kismayo, Somalia
Duration of Assignment	12 months
Deadline for Applications	07 September 2020

II. Background Information
<p>About MIDA FINNSOM Phase II - Health and Education Project</p> <p>The Migration for Development in Africa (MIDA) Somalia programme supports the mobilization of resources and expertise of the Somali diaspora to contribute to the stabilization and development of Somalia, while ensuring that skills and knowledge are transferred to the host institutions and retained by local staff once the diaspora experts complete their assignments.</p> <p>MIDA FINNSOM Phase II - Health and Education Project is funded by the Government of Finland, the project aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to public institutions in Somalia, with a focus on two sectors, namely health and education. The beneficiary institution Kismayo General Hospital will host the qualified Somali expatriate, and will be responsible to provide a safe and secure work environment. Kismayo General Hospital and Ministry of Health of Jubaland & IOM Somalia MIDA staff will monitor the expatriate while on assignment.</p>

III. Duties & Responsibilities
<p>Under the overall guidance of the Kismayo General Hospital Director session, the midwife diaspora expert will work at the Maternity ward and will have the following duties and responsibilities:</p> <ol style="list-style-type: none">1. Support the management of the obstetrics and Maternal unit in the hospital.2. Develop/review and Perform pre-operative assessments for patients, emergency triage and

- resuscitation plan (when appropriate) With the support of Obstetrics and Gynecology doctor.
3. To provide In-service training for local health personnel.
 4. In-service training will be based on the MOHS Basic Package of Essential Health Services. It is expected to train health staffs in Maternal Health Unit and support them to provide medical services to the patient.
 5. To discharge patients with appropriate instructions for further and out-patient care.
 6. Work according to the MOHS and local Hospital guidelines, ensure national standards are maintained and adhere to universal precautions.
 7. Assess the knowledge and skill level of the local midwife at the GGH and provide on the-job training, lectures and supportive clinical supervision as needed to equip the staff with enhanced knowledge and skills to provide quality maternal and newborn health services including
 - a) Comprehensive and basic emergency obstetric care
 - b) Prenatal care and counselling
 - c) Family planning services
 - d) General gynecological health and lifestyle choices
 8. Provides on-the-job training and lectures to students on sterile techniques, basic anatomy and physiology, charting, oxygen use and client and neonatal care.
 9. She/he should be trained at least 15 of health staffs particularly nursing and midwives in order to perform their tasks.
 10. Ensures that all medical and nursing staff implements standard clinical protocols.
 11. Deliver infants and provides prenatal and postpartum care and treatment under obstetrician's supervision.
 12. Performs any other tasks required by the line manager.

IV. Target Outputs (Measurable Results)

To be specified in the work plan of the technical advisor (Midwife)

V: MIDA FINNSOM Requirements

Besides the specific outputs that will established in the Target Outputs of each assignment, the MoH and MIDA FINNSOM is requiring the following steps/actions to be undertaken throughout the assignment. These are standard requirements for all assignments undertaken through this project:

- 1. Transfer of skills:** The main responsibility of the qualified Somali expatriate—which he/she will be measured against—will be to ensure continuous and systematic transfer of knowledge and skills as related to the assignment. It will have to be agreed with the beneficiary institution which civil servants will have to benefit from this knowledge.
- 2. Work plan:** A work plan must be developed with the Supervisor during the first week of assignment to provide clear and time-bound activities to successfully implement the outputs of the assignment. This work plan will be shared with the IOM Mogadishu MIDA Programme Officer. This work plan will be revised if the contract will be extended.
- 3. Quarterly and Final Reports:** Monthly progress reports will be submitted by the incumbent to the Supervisor and to IOM Mogadishu MIDA Programme Officer. At the end of the assignment, the Participant must also provide a final report covering the duration of his/her assignment.

V: Qualifications

Level of Education:	Minimum Bachelor's degree, master's degree preferred.
Area of Study:	Midwifery
Years of work experience in what area(s):	Five years of working experience preferred. Midwifery experience essential.
Languages needed:	Somali and English
General Skills / Other Requirements:	<ol style="list-style-type: none"> 1. Good communication skills 2. Ability to operate as part of a team, but also independently, depending on the situation 3. Ability to use Microsoft Office programs (Word, Excel, and PowerPoint) 4. Ability to identify innovative approaches to problems in a challenging environment.

VI: Monthly Stipend

The monthly stipend amount will be determined based on degree and years of relevant experience.

VII: Security and Insurance Modalities

Health insurance—including evacuation due to medical emergency—will be provided by the project. However, experts will be requested to provide a recent medical certificate stating that they are physically fit and able to work in a hardship area in Africa.

Please note that IOM, according to the contract, will not be responsible for the security of the qualified Somali expatriates. The host beneficiary institution will be responsible for the security of the individual.

Before leaving the country of residence or upon arrival in Nairobi or in Somalia, the qualified Somali expatriate will receive a pre-service briefing including security advice and cultural background.

VIII: How to Apply

To apply please send your CV (with two professional references including their email and phone number) and a cover letter by email to midasomvacancy@iom.int. Word format is preferred. Kindly write: **Midwife/ Kismayo General Hospital** in the subject field of the email when sending the application.

Only shortlisted candidates will be contacted. Please note that this vacancy is only open for qualified Somali Diaspora Candidates. Qualified female applicants will be given priority.