

## Vacancy: Obstetrician & Gynecologist (Medical Doctor)

### Terms of Reference

#### I. General Information

<b>Position:</b>	Obstetrician & Gynecologist (Medical Doctor)
<b>Beneficiary Institution:</b>	Bosaso General Hospital
<b>Duty Station:</b>	Bosaso (Puntland State of Somalia)
<b>Stream/Band:</b>	Stipend commensurate with degree and experience
<b>Duration of Assignment:</b>	16 months
<b>Deadline for Applications:</b>	27 November 2014

#### II. Background Information

##### About the MIDA FINNSOM Health Phase III Project

The past decades have seen continued migration from various African countries, causing “brain drain” that has debilitated various public sector systems across the continent. Implemented by IOM, *Migration for Development in Africa* (MIDA) projects seek to utilize the skills and knowledge of Africans living in the diaspora to rehabilitate public sector systems in their countries of origin. Through Phase III of the *Institutionalizing Health Care Improvement through Temporary Returns of Somali Diaspora Health Professionals* program (publicly known as MIDA FINNSOM Health), IOM and Somali diaspora health and support professionals will continue to support the rehabilitation and development of the public health sector in Puntland and Somaliland. MIDA FINNSOM Health is funded by the Ministry for Foreign Affairs of Finland.

##### About Puntland

Puntland—officially the Puntland State of Somalia—is a region in northeastern Somalia. It is bordered by Somaliland to its west, the Gulf of Aden in the north, the Indian Ocean in the southeast, the central Galmudug region of Somalia in the south, and Ethiopia in the southwest. Its leaders declared the territory a semi-autonomous state of the Federal Republic of Somalia in 1998. Since then, the Puntland Government has implemented limited reconstruction and development programs using its own meager resources, with some support from the donor community. The needs still remain enormous given that the government must build modern infrastructure, systems and structures to provide basic social services such as healthcare and education. The capital of Puntland is Garowe (Nugaal province), though the cities of Bosaso (Bari province) and Galkayo (Mudug province) are far more populous.

##### About Bosaso General Hospital

Built in 1937 by the Italians, Bosaso General Hospital (BGH) is currently one of five public regional teaching and referral hospitals in Puntland. With a staff of 98 (nine are medical doctors) and 150 beds, BGH has six main departments (maternity, surgery, orthopedics, medicine, pediatrics, and a mental ward) and several other sections (outpatient department, emergency, x-ray, echo/ECG, operating theater, laboratory, HIV [voluntary counseling and testing and treatment], and therapeutic feeding program).

### III. Duties & Responsibilities

Bosaso General Hospital, in coordination with the Puntland Ministry of Health and with assistance from the IOM MIDA FINNSOM Health project, seeks to build the capacity and knowledge of hospital staff, interns, and students to provide quality obstetrical and gynecological services. These results will be achieved by provision of on-the-job training and supportive supervision at the Hospital, and formal training (lectures) to medical students as part of their university curricula. Under the overall guidance of the BGH Director, the Obstetrician/Gynecologist will have the following duties and responsibilities:

1. Conducts a needs assessment at the maternity department and develops a plan to improve the obstetrical and gynecological services provided by the hospital.
2. Supervises and mentors interns/residents, nurses, medical students and other healthcare professionals.
3. Provides formal lectures to medical students in local universities' faculties of medicine and provides on-the-job training while in BGH obstetrical and gynecological department.
4. Interprets test results, discusses treatment and medication, and advises patients and the general public on issues pertaining to maternal health. Also explains diagnoses to local medical students and residents, and trains them to interpret the results of various tests and analyses.
5. Trains and mentors nurses in the maternity ward to reduce the risk of hospital-borne opportunistic infections (infection control measures).
6. Ensures that BGH's gynecology and obstetrics services are upgraded and meet international standards.
7. Educates patients on family planning options, screens women for sexually transmitted infections, and may suggest and administer therapy or other medical care.
8. Attends to maternal needs during ante-, peri- and post-natal periods and completes medical checkups and follows up on pregnant women and other maternity-related patients in both the maternity and outpatient departments
9. Carries out daily ward rounds (and examines, diagnoses/interprets results, and treats patients) in BGH's maternity and outpatient departments with other health professionals, medical students, and residents.
10. Performs Caesarian sections and provides on-the-job training and supportive supervision to local staff and students in C-sections.
11. Is on-call for shifts and emergencies.
12. Ensures that all medical and nursing staff implement standard clinical protocols and standard patient documentation.
13. Participates actively in existing health sector coordination mechanisms and liaises with health sector stakeholders to contribute to 1) addressing the unmet needs in maternal health, 2) optimizing the allocation of available resources, 3) developing clinical protocols, guidelines and standards.
14. Participates in case studies and weekly presentations, as appropriate.
15. Completes sporadic rotational assignments to lower-level facilities (some in rural areas) to provide training and follow-up supportive supervision to local practitioners providing maternal care.
16. Ensures that all medical and nursing staff implement standard clinical protocols and standard patient documentation.
17. Participates actively in existing health sector coordination mechanisms and liaises with health sector stakeholders to contribute to 1) addressing the unmet needs in maternal health, 2) optimizing the allocation of available resources, 3) developing clinical protocols, guidelines and standards.
18. Provides monthly reports to the BGH Director.
19. Performs any other tasks required by the line manager.

The IOM Garowe MIDA Project Assistant will technically support this assignment from Garowe through interaction with the qualified Somali expatriate and beneficiary institution.

#### IV. Target Outputs (Measurable Results)

1. Needs assessment report.
2. Number of hospital staff who received on-the-job training and supportive supervision in gynecology and obstetrics (disaggregated by type of training, cadre and sex).
3. Number of hospital staff who showed improvements in the provision of services after receiving on-the-job training and supportive supervision (disaggregated by type of service provided [e.g. C-sections], cadre and sex).
4. For formal training (coursework): number of medical students who were successfully trained, disaggregated by type of course, cadre, and sex). For this indicator, the incumbent must give written pre- and post-tests and report on the amount of students who received a passing score of 70% or higher (and amount who received a failing score of below 70%).
5. Number of medical students who show improvement in Ob/Gyn work after receiving training from the participant (disaggregated by type of work and sex).
6. Number of patients seen (by month), services provided, number of deliveries, number of Cesarean sections, and mortality rate of women delivering at BGH. Also collects this data from facilities where sporadic rotational assignments are conducted.
7. An on-the-job training/mentoring/supportive supervision curriculum in obstetrics/gynecology is developed and shared with local universities, the Puntland Ministry of Health, and IOM/MIDA FINNSOM Health.
8. Evidence of active membership in health sector coordination.

#### V. MIDA FINNSOM Health Requirements

Besides the specific outputs mentioned in Section IV, MIDA FINNSOM Health is requiring the following steps/actions to be undertaken throughout the assignment. These are standard requirements for all assignments under 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 Garowe MIDA Project Assistant. This work plan can be revised during the midterm review to reflect new developments or changes in strategy.
3. **Midterm Review:** There will be a midterm review of the assignment between the incumbent and the beneficiary institution to discuss progress of the assignment and feedback on performance.
4. **Quarterly and Final Reports:** Quarterly progress reports will be submitted by the incumbent to the Supervisor and to the IOM Garowe MIDA Project Assistant. At the end of the assignment, the Participant must also provide a final report covering the duration of his/her assignment.

## VI. Qualifications

<b>Level of Education:</b>	Doctor of Medicine
<b>Area of Study:</b>	Obstetrics & Gynecology
<b>Years of work experience in what area(s):</b>	Minimum 5 years in the provision of obstetric/gynecological services
<b>Languages needed:</b>	English and Somali
<b>General skills / Other requirements:</b>	<ol style="list-style-type: none"><li>1. Proven track record in ability to provide a modern standard of obstetric/gynecological care.</li><li>2. Good communication skills.</li><li>3. Ability to operate as part of a team, but also independently, depending on the situation.</li><li>4. Ability to use Microsoft Office programs (Word, Excel, and PowerPoint).</li><li>5. Ability to identify innovative approaches to problems in a challenging environment.</li></ol>

## VII. Monthly Stipend

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

## VIII. 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.

## IX. How to Apply

All applications must be sent to [iomhelsinkimida@iom.int](mailto:iomhelsinkimida@iom.int), with the following reference as subject in your e-mail: “APPLICATION: Ob-Gyn/Bosaso”.

To be considered, applicants must provide a cover letter, CV, and the contact information (email and phone number) of two professional references by the closing date of this vacancy. Please save your documents in PDF format. Only shortlisted candidates will be contacted.

While this project is geared toward the Somali-Finnish diaspora, we also welcome members of other Somali diaspora communities to apply. Note that preference may be given to applicants who were successful participants in the Phase II project. Lastly, we highly encourage the participation of women in MIDA FINNSOM Health Phase III.

