

Vacancy: General Surgeon (Medical Doctor)

Terms of Reference

I. General Information

Position:	General Surgeon (Medical Doctor)
Beneficiary Institution:	Garowe General Hospital
Duty Station:	Garowe (Puntland State of Somalia)
Stream/Band:	Stipend commensurate with degree and experience
Duration of Assignment:	16 months
Deadline for Applications:	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 loss of human capital 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 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 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 Garowe General Hospital

Located 1.5km from the city center, Garowe General Hospital (GGH) is the highest level referral hospital in Nugal province, serving the needs of its 700,000 inhabitants. GGH was established in the 1970s and partially renovated in 1990, but this work was interrupted by the civil war. Today, GGH (76 beds) offers outpatient, pediatric, surgery, maternity, general medicine, and emergency services. The Hospital has a staff of 86 that includes 10 general practitioners (most of whom graduated within the last three years), 32 nurses (including six midwives), five lab technicians, two x-ray technicians, one “technical pharmacist” (received only two years of training), and seven administrators. There are no specialist doctors on the staff, though GGH sporadically hosts foreign specialist doctors on a short-term basis.

III. Duties & Responsibilities

GGH, in cooperation with the Puntland Ministry of Health and assistance from the IOM MIDA FINNSOM Health project, seeks to build the capacity and knowledge of hospital staff and students to improve surgery services (both elective and emergency). The General Surgeon will have the following main duties and responsibilities:

1. Conducts a needs assessment and based on that develops a plan to improve GGH's surgical and medical services.
2. Supervises and provides on-the-job training, formal training and mentoring to interns/residents, nurses, doctors and other healthcare professionals on emergency and essential surgical care.
3. Provides formal lectures related to general surgery and life-saving obstetrics and surgical interventions to medical students enrolled at the Medical School of the East African University and provides on-the-job training and supervision to them while in GGH.
4. Completes sporadic rotational assignments to lower-level facilities (some in rural areas) to provide training on emergency and essential surgical care and follow-up supportive supervision to local practitioners.
5. Ensures that all medical and nursing staff implement standard clinical protocols, guidelines, standard patient documentation and established surgical techniques during the operations.
6. Directs and coordinates activities of nurses, assistants, students and other medical staff.
7. Provides regular medical and surgical services.
8. Oversees that the operating theater, emergency room, and surgery ward and their instruments and equipment are well organized and sterile.
9. Liaises with relevant partners to seek support and to ensure that basic and essential surgical equipment and supplies for the operating theater, emergency room, and surgery ward are available
10. Contribute to implementation of the WHO Integrated Management for Emergency and Essential Surgical Care (IMEESC) toolkit.
11. Participates in case studies as appropriate and promotes the implementation of best practice protocols.
12. Is on-call for shifts and emergencies.
13. Performs any other tasks required by the line manager.

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

IV. Target Outputs (Measurable Results)

1. Needs assessment report.
2. An on-the-job training curriculum in is developed and shared with local universities, the Ministry of Health, and IOM/MIDA FINNSOM Health.
3. Number of hospital staff who received on-the-job training and supportive supervision (disaggregated by type of training, cadre and sex).
4. Number of hospital staff who showed improvements in the provision of surgery services after receiving on-the-job training and supportive supervision (disaggregated by type of service provided, cadre and sex).
5. 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-assessments 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%).

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 Somali diaspora expert—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 scheduled 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 mid-term review to reflect new developments or changes in strategy.
3. **Mid-term Review:** There will be a mid-term 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

Level of Education:	Doctor of Medicine
Area of Study:	Surgery
Years of work experience in what area(s):	Minimum 5 years in the provision of general surgery services
Languages needed:	English and Somali
General skills / Other requirements:	<ol style="list-style-type: none">1. Knowledge of information and techniques needed to provide a modern standard of surgical care.2. Good communication skills.3. Ability to operate as part of a team, but also independently, depending on the situation.4. Proficiency in MS Office (Word, Excel, and PowerPoint).5. Ability to identify innovative approaches to problems in a challenging environment

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 diaspora experts. 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 diaspora expert will receive a pre-service briefing including security advice and cultural orientation.

IX. How to Apply

All applications must be sent to iomhelsinkimida@iom.int, with the following reference as subject in your e-mail: APPLICATION – “General Surgeon on Garowe”

In order to be considered, applicants must provide a cover letter, CV, and 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 2 project. Lastly, we highly encourage the participation of women in MIDA FINNSOM Health Phase 3.