

## Vacancy: Quality Control Specialist (Pharmaceuticals & Food)

### Terms of Reference

#### I. General Information

<b>Position:</b>	Quality Control Specialist (Pharmaceuticals & Food)
<b>Beneficiary Institution:</b>	Puntland Ministry of Health
<b>Duty Station:</b>	Garowe (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 the Puntland Ministry of Health

The Puntland Ministry of Health (MoH), headquartered in Garowe, has ultimate oversight over Puntland’s five regional hospitals, seven district hospitals, 72 maternal and child healthcare centers, 192 health posts, four mental health centers, and all other types of health-related facilities. The Puntland MoH comprises six departments: (1) primary healthcare; (2) public health; (3) planning and development; (4) emergency and health promotion; (5) nomadic and IDPs health; and, (6) administration and finance.

### III. Duties & Responsibilities

The Puntland Ministry of Health, with assistance from the IOM MIDA FINNSOM Health project, seeks to identify a qualified Quality Control Specialist (Pharmaceuticals & Food) to upgrade the MoH's quality control strategies and expand its ability to enforce quality control of pharmaceuticals, health commodities, and food. Under the overall guidance of the Director General of the Puntland MoH, the Quality Control Specialist will have the following duties and responsibilities:

1. Strengthens quality control services in Puntland through laboratory services, with a focus on pharmaceuticals, health commodities, and food.
2. Reviews the Government of Puntland's quality control policy.
3. Trains local quality control staff within the MoH (particularly in the Department of Planning & Development) to build their capacity in this field.
4. Ensures that the managerial system that the MoH and other partners develop is implemented in a timely manner and is monitored for performance on a regular basis.
5. Monitors performance, measures outcomes, organizes research and adapts the strategy to changing circumstances.
6. Completes monthly progress reports to be submitted to the Puntland MoH.
7. 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. Number (disaggregated by cadre and gender) of Puntland MoH staff who have gained knowledge from Quality Control Specialist via on-the-job training and supportive supervision. Participant must document how s/he has assessed this gain in knowledge (e.g. by observing their work after having received on-the-job training and supportive supervision). Target is at least six (6) quality control staff within the MoH (particularly in the Department of Planning & Development).
2. By the end of the assignment, the Puntland MoH has the capacity to provide quality control services for pharmaceuticals, health commodities, and food.

### 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 s/he 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>	BSc and/or MSc or equivalent
<b>Area of study:</b>	Biochemistry, Pharmaceutical Science, or related field
<b>Years of work experience in what area(s):</b>	Minimum 3 years in the provision of quality control services
<b>Languages needed:</b>	English and Somali
<b>General skills / Other requirements:</b>	<ol style="list-style-type: none"> <li>1. Excellent communication skills.</li> <li>2. Ability to use Microsoft Office programs (Word, Excel and PowerPoint)</li> <li>3. Ability to operate as part of a team, but also independently, depending on the situation.</li> <li>4. 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: Quality Control/Garowe**”

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.