

Vacancy: Clinical Nurse Lecturer

Terms of Reference

I. General Information	
Position:	Clinical Nurse Lecturer
Beneficiary Institution:	Burao Institute of Health Services
Duty Station:	Burao (Somaliland)
Stream/Band:	Stipend commensurate with degree and experience
Duration of Assignment:	16 months
Deadline for Applications:	27 November 2014
II. Background Information	
<p>About MIDA FINNSOM Health Phase III Project</p> <p>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, <i>Migration for Development in Africa</i> (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 <i>Institutionalizing Health Care Improvement through Temporary Returns of Somali Diaspora Health Professionals</i> 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.</p> <p>About Somaliland</p> <p>After the collapse of the central Somalian government in 1991, the local government in Somaliland declared independence from the Federal Republic of Somalia. However, to this day, Somaliland’s self-proclaimed independence remains unrecognized by any other country or international organization. As such, the Government of Somaliland does not have direct access to entities like the World Bank or IMF, forcing it to independently develop its own infrastructure without the support of the major international and regional financial institutions. Somaliland is bordered by Ethiopia, Djibouti, the autonomous Puntland region of Somalia, and the Gulf of Aden. The capital is Hargeisa.</p> <p>About Burao Institute of Health Sciences</p> <p>Burao Institute of Health Science (BIOHS) was established in June 2005 with financial support from local and diaspora communities hailing from the Togdheer province to help mitigate the dearth of midwives and nurses in that region. BIOHS offers a three-year nursing degree and, in partnership with the University of Burao, has established an affiliated Faculty of Health Sciences that offers a two-year additional degree in public health. Burao is Somaliland’s third largest city after Hargeisa and Berbera.</p>	
III. Duties & Responsibilities	
BIOHS, in coordination with the Somaliland Ministry of Health and with assistance of the IOM MIDA FINNSOM Health project, seeks to build the skills of its lecturers and tutors in their ability to teach while	

also teaching modern methods, while also building the capacity and knowledge of nursing students to provide a modern standard of care. BIOHS is therefore seeking a qualified Lecturer of Clinical Nursing who can provide on-the-job training and supportive supervision to BIOHS staff, and also provide lectures to students. When school is out of session, the incumbent will work at the referral hospital in Burao and will provide on-the-job training and supportive supervision to local nurses. Under the overall guidance of the BIOHS Director, the Lecturer of Clinical Nursing will have the following duties and responsibilities:

1. Provides on-the-job training and supportive supervision to BIOHS lecturers and tutors, and formal training to students.
2. Conducts training seminars and workshops to meet personal continuing professional development needs for tutors and lecturers.
3. Develops a "Terms of Reference" for nurse tutors and submits them to the BIOHS Director, IOM, as well as the MoH project coordinator, for endorsement after the first month of assignment.
4. Mentors nurse tutors and lecturers during the whole period of the assignment. The tutors will work side-by-side with the diaspora expert and will assist him/her during the daily implementation of the assignment.
5. Measures the results of the transfer of skills activities by organizing pre- and post-training evaluation tests for the nurse trainers.
6. Prepares with tutors to undertake the learning experiences (e.g. provide unit plan, reading material, time-frame and other requirements).
7. Prepares lesson plans and delivery of teaching session with the tutors as required.
8. Ensures all essential materials/equipment for the clinical experience are prepared prior to teaching.
9. Ensures training equipment and the training environment is adequately maintained and promotes safe working practices.
10. Delivers, with tutors, effective clinical teaching and marks responsibilities as required.
11. Communicates with leadership of various health facilities to facilitate students' clinical placements.
12. Maintains professional and effective relationship /communication with health facility managers and staff.
13. Ensures the safety of her/himself, co-workers, students, and patients through the application of professional standards and code of ethics.
14. Ensures effective clinical supervision with tutors and practices facilitation of students.
15. Assists trainers of students to utilize clinical assessment tools for their general nurse students.
16. Identifies learning tasks and simulated situations with the trainers; as well as provides access for interaction to all students under her/his supervision.

17. Utilizes feedback mechanism to assess mastery of concepts, skills and attitudes and to re-enforce learning.
18. Maintains accurate competency-based evaluation tools.
19. Provides counseling and advice to students as required.
20. Participates in quality assurance of work of other clinical instructors.

Under the overall guidance of the Burao General Hospital Director during months when BIOHS is out of session), the Lecturer of Clinical Nursing will have the following duties and responsibilities:

21. Provides on-the-job clinical nursing training and supportive supervision to local nurses.
22. Collaborates with Hospital leadership to improve the quality of care.
23. Ensures that all medical and nursing staff implement standard clinical protocols and standard patient documentation as defined by the European Union-funded project implemented by UNOPS (incumbent must ensure communication with Hargeisa Group Hospital Director in Somaliland's capital to ensure this).

The IOM Hargeisa National Program Officer, Ms. Ayan Rabi, will technically support this assignment from Hargeisa through interaction with the qualified Somali expatriate and beneficiary institution.

IV. Target Outputs (Measurable Results)

1. Training of trainers (ToTs) for BIOHS staff planned, organized and implemented.
2. At least 10 post-training evaluation tests for the staff of BIOHS organized during the assignment period (one every three months of assignment).
3. Number of nursing students who received formal courses (disaggregated by cadre and sex of students).
4. Number of nursing students who received passing grades on tests and courses (disaggregated by subject matter and sex of students). For all formal training, the incumbent must design and provide pre- and post-tests.
5. Number of students who received on-the-job training and supportive supervision (disaggregated by cadre and sex).
6. Number of students who showed improvements in the provision of services after receiving on-the-job training and supportive supervision (disaggregated by cadre and sex).
7. Number of local lecturers and tutors who the incumbent worked with to improve teaching skills (disaggregated by cadre and sex, as well as lecturer vs tutor).
8. Number of hospital staff who received on-the-job training and supportive supervision (disaggregated by cadre and sex).

9. Number of hospital staff who showed improvements in the provision of services after receiving on-the-job training and supportive supervision (disaggregated by cadre and sex).
10. A training curriculum—studies teaching wider knowledge of systemic healthcare practices and foster creative leadership and professional growth—is developed and shared with the local health institutes, the Ministry of Health, and IOM/MIDA FINNSOM Health.

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 Hargeisa National Program Officer. 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 Hargeisa National Program Officer. 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:	Required: BSc degree Desired: Master of Public Health (MPH), Masters in Nursing, or related
Area of Study:	Required: Nursing Desired: Primary health care and/or public health
Years of work experience in what area(s):	Required: Minimum three (3) years' experience as a nurse; proven experience within a relevant training environment Strongly desired: experience with acute and chronic care
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. 5. Evidence of teaching skills (e.g. Certificate in Education, or extensive teaching experience).

	6. Proven ability to provide effective clinical supportive supervision.
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	
<p>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.</p> <p>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.</p> <p>Before leaving the country of residence or upon arrival in Nairobi or in Somaliland, the qualified Somali expatriate will receive a pre-service briefing including security advice and cultural background.</p>	
IX. How to Apply	
<p>All applications must be sent to iomhelsinkimida@iom.int, with the following reference as subject in your e-mail: “APPLICATION: Nurse Lecturer/Burao”.</p> <p>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.</p> <p>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.</p>	