

Vacancy: Nurse (neonatal and child health)

Terms of Reference

I. General Information

Position:	Nurse (neonatal and child health)
Beneficiary Institution:	Bossaso General Hospital
Duty Station:	Bossaso (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 “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 MIDA FINNSOM Health project (known also as *Institutionalizing Health Care Improvement through Temporary Returns of Somali Diaspora Health Professionals*), 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 Bossaso 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

Under the overall guidance of the Bossaso General Hospital Director session), the Nurse (neonatal and child health) will work at pediatric ward and will conduct the following duties and responsibilities:

1. Provides on-the-job training and supportive supervision to local nurses. Topics include child health and neonatal care such as positive pressure ventilation with a resuscitation and supplemental oxygen and etc.
2. Ensures availability of quality neonatal and child health services at BGH.
3. Establishes standard neonatal and child health services at BGH.
4. Supports BGH in managing neonatal and pediatric emergencies.
5. Ensures that all medical and nursing staff implement standard clinical protocols and standard patient documentation.
6. Provides care to inpatient children in BGH neonatal ward, pediatric ward, and nutrition unit.
7. Advises clients on feeding malnourished children.
8. Performs any other tasks required by the line manager.

IV. Target Outputs (Measurable Results)

1. Number of BGH staff who received training and supportive supervision (by topic, disaggregated by cadre and sex).
2. Number of BGH staff who showed improvement in neonatal and child health service delivery after being mentored and/or provided with supportive supervision by the incumbent (disaggregated by cadre and sex).
3. Number of BGH staff who showed improvement in nutrition service delivery after being mentored and/or provided with supportive supervision by the incumbent (disaggregated by cadre and sex).
4. Number of nursing students (rotating through BGH) who received training and supportive supervision (disaggregated by institution, cadre and sex).
5. Number of students (rotating through BGH) who showed improvements in the provision of services after receiving on-the-job training and supportive supervision (disaggregated by cadre and sex).
6. Standard neonatal and child health services are established at BGH.

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

<p>plan can be revised during the midterm review to reflect new developments or changes in strategy.</p> <p>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.</p> <p>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.</p>	
VI. Qualifications	
Level of Education:	Minimum: BSc; Desired: MSc
Area of Study:	Nursing
Years of work experience in what area(s):	Minimum 5 years of working experience as nurse (including 2 years working in Neonatal and Child Health)
Languages needed:	Expert knowledge of English. Knowledge of Arabic or Somali is an asset.
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). <p>Ability to identify innovative approaches to problems in a challenging environment.</p>
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 Somalia, the qualified Somali expatriate will receive a pre-service briefing including security advice and cultural background.</p>	

IX. How to Apply

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

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 2 project. Lastly, we highly encourage the participation of women in MIDA FINNSOM Health Phase 3.