

Vacancy: Nurse (midwifery)

Terms of Reference

I. General Information

Position:	Nurse (midwifery)
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 “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 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

Under the overall guidance of the Bossaso General Hospital Director session), the Nurse (midwifery) will work at Maternity ward where she will have the following duties and responsibilities:

1. Assess the knowledge and skills level of the local nurses at the BGH and provide on-the-job training, lectures and supportive clinical supervision as needed to equip the staff with enhanced knowledge and skills in provision of quality maternal and newborn health services including:
 - a) Basic and comprehensive emergency obstetric care;
 - b) Prenatal care and counselling ;
 - c) Family planning services;
 - d) General gynecological health and lifestyle choices.
2. Provide on-the-job training and lectures to students on sterile techniques, basic anatomy and physiology, charting, oxygen use and client and neonatal care.
3. She/he should train at least 15 health professionals, particularly nurses and midwives in order to improve their performance in provision of quality maternal and newborn health services.
4. Ensures that all medical and nursing staff implement standard clinical protocols.
5. Deliver infants and provides prenatal and postpartum care and treatment under obstetrician's supervision.
6. Performs any other tasks required by the line manager.

IV. Target Outputs (Measurable Results)

1. Training needs assessment report related work plan;
2. Number of GGH staff who received training and supportive supervision (by topic, disaggregated by cadre and sex).
3. Number of GGH staff who showed improvement in delivery of maternal and newborn health after being mentored and/or provided with supportive supervision by the incumbent (disaggregated by cadre and sex).
4. Number of nursing students (rotating through GGH) who received training and supportive supervision (disaggregated by institution, cadre and sex).
5. Number of students (rotating through GGH) who showed improvements in the provision of services after receiving on-the-job training and supportive supervision (disaggregated by cadre and sex).
6. Standard maternal and newborn health services are established at GGH.

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

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 (out of which a minimum of 2 years in midwifery)
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

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, with the following reference as subject in your e-mail: APPLICATION – “Nurse/ Midwifery on 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 2 project. Lastly, we highly encourage the participation of women in MIDA FINNSOM Health Phase 3.