

Vacancy: Pediatrician

Terms of Reference

I. General Information

Position:	Pediatrician
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

Under the overall guidance of the Garowe General Hospital Director, the Pediatrician will work at the Pediatric Department to improve the quality of health services by strengthening the skills and knowledge of the junior doctors and advanced nurses currently working at Garowe hospital and also in other facilities such as the Garowe General Hospital when needed. The diaspora expert will generally improve the capacity of health practitioners. The Pediatrician will have the following main duties and responsibilities:

1. Conducts a needs assessment at the pediatric ward and develops a plan to improve the pediatric services provided by the hospital.
2. Trains the pediatric nurses and junior doctors and other hospital staff on medical ethics and pediatric care as needed.
3. Gives advice and transfers health management skills to the hospital management.
4. Performs neonatology and pediatric care in the pediatric department.
5. Organizes the pediatric, emergency department and the nutrition ward stabilization center for supplementary feeding including directing and coordinating the activities of hospital staff.
6. Supports the obstetric department and provides consultation in complicated labor cases and caesarian sections when needed.
7. Provides consulting services to other physicians as needed.
8. Completes sporadic rotational assignments to lower-level facilities (some in rural areas) to provide training and follow-up supportive supervision to local practitioners providing pediatric care.
9. Ensures that all medical and nursing staff implement standard clinical protocols and standard patient documentation.
10. Participates actively in existing health sector coordination mechanisms and liaises with health sector stakeholders to contribute to 1) addressing the unmet pediatric needs of the health sector, 2) optimizing the allocation of available resources, 3) developing clinical protocols, guidelines and standards.
11. Reports on monthly basis to the hospital director.
12. Performs other duties as assigned by the supervisor.

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. Needs assessment report.
2. An on-the-job training curriculum in paediatrics 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 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%).
6. Development and operationalization of new clinical protocols, guidelines and standards.
7. Evidence of active membership in health sector coordination.

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:	Specialization in pediatric and neonatal care
Years of work experience in what area(s):	Minimum of 5 years as pediatrician and neonatologist
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. Can perform all pediatric and neonatal care activities including malnutrition management, respiratory and GIT cases management, neonatal care2. Good communication skills.3. Ability to operate as part of a team, but also independently.4. Proficient 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 – Pediatrician 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.