

Vacancy: *Doctor of Internal Medicine*

Terms of Reference

I. General Information	
Post/Title	Consultant in Internal Medicine
Date of issue	
Duty Station	Bosaso General Hospital
Stream/Band	
Duration of Assignment	One Year
Level of Assignment	Consultant
Deadline for applications	
II. Background Information	
<p>About SIDA-MIDA</p> <p><i>The SIDA-MIDA project is a Swedish – IOM joint initiative that aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to specific institutions within Somalia. The beneficiary institution will host the qualified Somali expatriate, and will be responsible to provide a safe and secure work environment. SIDA-MIDA will monitor the expatriate while in assignment.</i></p> <p>About [Somalia: Insert Location]</p> <p>About [BenderQasim/Bosaso General Hospital]</p> <ul style="list-style-type: none"> • Bosaso General Hospital was built in 1937 by the Italians and has been providing essential services to the people of Puntland for over seventy years ❖ Bosaso General Hospital is a regional, teaching and referral hospital, which provides health services to population of over 1 m. Its main departments are: <ul style="list-style-type: none"> <input type="checkbox"/> Maternity <input type="checkbox"/> Surgery <input type="checkbox"/> Orthopedics <input type="checkbox"/> Medicine <input type="checkbox"/> Pediatric <input type="checkbox"/> Mental ward <p>In addition to these there are sections: emergency, OPD, X-ray, OT, Echo/ECG, Laboratory , VCT/ART and Therapeutic feeding Program .</p> <p>The number of hospital beds is 150 and No of staff are 98 of which 9 of them are Doctors</p>	
III. Activities / Key Results Expected	
<p>Contextual information: (e.g.related assignment there should be background on the status of PFM in the zone in which the person will be working)</p> <p><i>Under the overall guidance of...Director General.....the Doctor.....will be responsible for the following duties and responsibilities:</i></p>	

Description of the assignment:

1. To work IPD/OPD
2. To be on call according to the Schedule
3. To training junior doctor, nurses and auxiliary nurse at the medical Department
4. To consult other doctors regarding internal medicine in case of need for example (Pre operative preparation of the patients)
5. Treat internal disorders such as hypertension, heart disease, diabetes etc
6. Analyze records, reports, test results or examination information to diagnose medical condition
7. Prescribe or administer medication, therapy and other specialized medical care to treat or prevent illness, disease or injury.
8. Train other doctors specialized in internal medicine.
9. Teach Medical Students at Faculty of Medicine East African University part time
10. Manage and treat common health problem such as infection, influenza and pneumonia, as well as serious chronic and complex illness.

The *IOM* will be technically supporting this assignment from Nairobi through interaction with the qualified Somali expatriate and beneficiary institution

IV. Target Outputs (Measurable Results)

3 – 5 specific outputs; these must be clear, measurable and time bound for the project to determine success of assignment (e.g., Transfer of specific skills to beneficiary institutions civil servants).

The suspected results of the assignment will be :

1. *To train to junior doctors on different treat of internal medicine.*
2. *Transfer latest Internal Medicine procedures to the doctors being trained*
3. *Transfer latest Internal Medicine procedures to university doctors and students*
4. *Can work and train with Endoscope, Gastrocope, Ultrasound and other Gastrointestinal equipments.*

V: SIDA-MIDA requirements

Besides the specific outputs mentioned in section IV, SIDA-MIDA is requiring the following steps/actions to be undertaken throughout the assignment. These are standard requirements for all assignments undertaken through this project:

1. **Transfer of skills:** One of the main responsibilities of the qualified Somali expatriate, and one 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 will have to be developed with the Supervisor during the first week of assignment which will provide clear and time bound activities to successfully implement the outputs of the assignment. This work plan will be shared with the SIDA-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. **Interim and Final Reports:** A progress report will be submitted by the incumbent to the Supervisor and to the SIDA-MIDA Project Assistant. Thereafter a final report will be provided at the end of assignment.

V: Qualifications

Level of Education:	Master's Degree or PhD
Area of Study:	Internal Medicine
Years of work experience in what area(s):	At least ten years of experience
Languages needed:	English and Somali
General Skills / Other Requirements:	<ul style="list-style-type: none"> • Medical degree; with Internal Medicine training • Minimum of three years of experience required, of which 1 to 2 years should be of developing country experience (surgery skills) or resource deprived environment • Teaching for Medical Students studying at Faculty of Medicine East Africa University • Assist students under Clerkship and Internship • Must have excellent communications skills, both oral and written • Must have excellent self-motivation skills • Experience in effectively dealing with international and headquarters staff, as well as donor agencies, government officials, and other NGO's; the ability to work with a broad spectrum of people • Ability to exercise sound judgment and make decisions independently • Extremely flexible, and have the ability to cope with stressful situations and frustrations • Creativity and the ability to work with limited resources • Excellent decision making and leadership skills • Must work independently under difficult conditions and limited resources • Must be able to take on non-medical responsibilities from time to time to cover for other team members

VI: Salary

Under the direction of IOM MIDA and in consultation with the beneficiary institution, it has been determined that the salary level for this position be the following:

(This will be determined by SIDA-MIDA based on qualifications (VI) and level of the assignment (X).

VII: 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 well and apt to work in a hardship area in Africa.

Please note that neither IOM nor Swedish Government, according to the contract, will 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 and upon arrival in Nairobi or in Somalia, the qualified Somali expatriate will receive a pre-departure briefing including security advice and cultural background.

VIII: How to apply

All applications must apply online through the QUESTS-MIDA website.

To start the application process the applications are required to register on account with the QUESTS-MIDA website. Go to www.quests-mida.org login and register as a user, then fill the form and create a password to enter in the application section.

Short listed candidates will be informed of the status of their application. If you encounter any problems when applying visit the FAQs section on the website for more information.