Medical Doctor, Paediatrician Specialist  
Yardimeli Children’s and Maternity Hospital  
Terms of Reference

I. General Information

<table>
<thead>
<tr>
<th>Position:</th>
<th>Medical Doctor, Pediatrician Specialist</th>
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<tbody>
<tr>
<td>Beneficiary Institution:</td>
<td>Yardimeli Children’s and Maternity Hospital</td>
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<tr>
<td>Duty Station:</td>
<td>Mogadishu, Somalia</td>
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<tr>
<td>Stream/Band:</td>
<td>Stipend commensurate with degree and experience</td>
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<td>Duration of Assignment:</td>
<td>3 months (with a possibility for extension)</td>
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<td>Deadline for Assignments</td>
<td>28.11.2016</td>
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II. Background Information

About MIDA FINNSOM South Central Somalia Project  
IOM Migration for Development in Africa (MIDA) programmes focus on strengthening the institutional capacities of African States through a structured framework of mobilization of resources involving countries of destination, countries of origin and diasporas. In Somalia, through its MIDA programme, IOM has been helping the Somali Government since 2008 to strengthen the capacity of Somali institutions so that they can be more effective in responding to the needs of Somali people. The MIDA FINNSOM South Central Somalia project is funded by the Government of Finland. Similarly to the MIDA FINNSOM Health projects implemented in Somaliland and Puntland by IOM Helsinki with support from the Finnish Government, this project aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to public institutions in South Central Somalia, with focus on two sectors: health and education. The beneficiary institution will host the qualified Somali expatriate, and will be responsible to provide a safe and secure work environment. The IOM Mogadishu MIDA staff will monitor the expatriates while on assignment.

About the geographical coverage of the project  
Initially, the project will support positions in Mogadishu, and subject to security, the project aims at extending its support to other regions in South Central Somalia.

About Yardimeli Children’s and Maternity Hospital  
Yardimeli Children’s and Maternity Hospital is a strictly not-for-profit organization. The hospital provides high quality reproductive services to women, and high quality medical services to children under the age of 14 years in Mogadishu and surrounding areas with approximately 3 million patients. The hospital functions as a referral hospital for the whole country, and a Centre of Excellence in Somalia to all actors in the field of health, especially to the Ministry of Health.

The hospital is involved in education and training of health professionals in gynaecology & obstetrics, paediatrics and hospital management. It provides expert support to primary level maternal and child health care all over the country. The medical specialty services of the hospital gynaecology & obstetrics and paediatrics. The hospital includes an emergency department, outpatient department and inpatient department. It has two surgical theatres and an intensive care unit for maternal and neonatal care and laboratory. In addition the hospital has imaging, Nutrition, breast-feeding and antenatal unit.

In light of having new, high quality, equipped hospital within the MoHHS, the Yardimeli Children’s and Maternity
Hospital aims to reduce the mortality of pregnancy women and children less than five years. For this reason, Yardimeli Children’s and Maternity Hospital must initiate and assess its current operating departments and determine the key issues that constrain effective performance and delivery of results. The Yardimeli Children’s and Maternity Hospital requires the services of Medical Doctor specialist in paediatrics and children health to assist the Yardimeli Children’s and Maternity Hospital and its management to provide support and guidance. The incumbent will develop concrete plans and strategies to ensure quality of care and the quality of paediatrics’ department care in the hospital. The incumbent will monitor closely the morbidity and mortality trends together with all other health indicators and report any deviation in the trends to chief of physician to ensure that prompt actions are taken. The incumbent will also be required to balance direct support with the transfer of skills and knowledge to the Yardimeli Children’s and Maternity Hospital staff. Capacity development is a key component of this assignment and it will be taken in high consideration in evaluating the achievement of assignment

III. Duties & Responsibilities

Under the overall guidance of the designated supervisor, the Pediatrician Specialist needs to be able:

1. To perform his/her professional duties under the supervision of Chief of Physician of the Hospital.
2. To support the management of the pediatric ward and cooperate with the nursing staff.
3. To handle and manage both the neonatal intensive care units, and pediatric intensive care unit.
4. To be on call and available for emergencies as specified by the Hospital management.
5. To perform triage assessments, emergency triage and resuscitation of children (when appropriate).
6. To conduct ward and ICU rounds according to good clinical practice.
7. To discharge patients with appropriate instructions for continued and out-patient care.
8. To work according to the Ministry of Health and local Hospital guidelines, ensure national standards are maintained and adhere to universal procedures to guarantee the highest quality of care.
9. To liaise as requested with local health authorities and other health providers.
10. To supervise and provide training for local personnel, where appropriate.
11. To develop further skills where possible.
12. To ensure all documentation meets local medico-legal requirements and that statistical data is collected, using the health monitoring system, and to incorporate information in regular reports.
13. To attend and participate in weekly Continuous Medical Education sessions at the hospital.
14. Prepare government or organizational reports of birth, death, and disease statistics, workforce evaluations, or medical status of individuals. Prepare official health documents or records.

Undertakes other assignments assigned by the CEO of the hospital and Chief Physician of the Hospital.

IV. Target Outputs (Measurable Results)

To be specified for the workplan of the TA.

V. MIDA FINNSOM Requirements
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 insure continuous and systematic transfer of knowledge and skills are related to the assignment it will have to be agreed with the beneficiary institutions, which civil servants will have to benefit from this knowledge.

2. **Work plan**: A work plan will have to be developed with the supervisor at the line Ministry during the first week of assignment, which will provide clear and time bound activities to successfully implement the outputs of assignment.

3. **Monthly and final reports**: Monthly progress reports will be submitted by the incumbent to the Supervisor in the Ministry and to IOM Mogadishu MIDA Programme Officer.

### VI. Qualification

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<thead>
<tr>
<th><strong>Level of Education:</strong></th>
<th>Medical Doctor / MD</th>
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<tr>
<td><strong>Area of Study:</strong></td>
<td>Specialist in paediatrics and children health</td>
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<tr>
<td><strong>Years of Work Experience in What Area(s):</strong></td>
<td>At least 6 years of relevant experience</td>
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<td><strong>Language Needed:</strong></td>
<td>Excellent oral and written communication skills in English and Somali</td>
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| **General Skills / Other Requirements:** | 1. Extensive knowledge in planning, implementing, or administer health programs or standards in hospitals, businesses, or communities for prevention or treatment of injury or illness.  
2. Proven ability to understand and translate complex conceptual frameworks and evidence into understandable language, including presentations, written documents, and policy relevant Technical Assistance for non-specialists.  
3. Extensive knowledge and skills in approaches to strengthening hospital strategies  
4. Proven ability in approaches to capacity building suitable for medical professionals, planners and practitioners in |

### VIII: How to Apply

All applications must be sent to iomhelsinkimida@iom.int with the reference: MD pediatrics, Yardimeli”

As part of the application, applicants must provide a cover letter and CV before the closing date of the vacancy in order for each candidate to be considered.

Shortlisted candidates will be informed of the status of their application.