Vacancy: Neurosurgeon  
Jubbaland State of Somalia  
Terms of Reference

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<th>I. General Information</th>
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<tr>
<td>Position: Neurosurgeon</td>
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<td>Beneficiary Institution: Kismayo General Hospital</td>
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<td>Duty Station: Kismayo</td>
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<td>Stream/Band: Stipend commensurate with degree and experience</td>
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<td>Duration of Assignment: 6 months</td>
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<td>Deadline for Applications: 01.01 – 30.06.2017</td>
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<th>II. Background Information</th>
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<tr>
<td>About MIDA FINNSOM Health and Education Project</td>
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<td>IOM 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 Migration for Development in Africa (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. MIDA FINNSOM Health and Education project is funded by the Government of Finland that has funded also the MIDA FINNSOM Health projects in Somaliland and Puntland. Similar to the MIDA FINNSOM Health projects, this project aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to public institutions, with focus on two sectors, namely 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 expatriate while on assignment.</td>
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<td>About Jubbaland</td>
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<td>Jubbaland State of Somalia is a region in the South of Somalia. It is part of the newly forming regional state governments in Somalia that make up the Federal Republic of Somalia. Its State Capital is the Port City of Kismayo. Its eastern border lies 4060 km east of the Juba River, stretching from Gedo to the Indian Ocean, while its western side flanks the former North Eastern Province in Kenya. The territory consists of the Gedo, Lower Juba and Middle Juba provinces. Kismayo situated 528 kilometres (328 miles) southwest of Mogadishu is the political and commercial city. Bardera, Afmadow, Bu’aale, Luuq and Beled Haawo are the region's other principal cities</td>
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<td>About Kismayo General Hospital</td>
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<td>Kismayo general hospital was built in 1931 by the Italian Government. Since its completion till now, the hospital has been functional in different circumstances. The civil war in Somalia affected the hospital operational activities and capacity. This has hampered the health service ability to deliver to the population in the area. The Hospital has been under severe conditions for a long time. It is now recovering with the support of the international health organizations. It is currently under construction and rehabilitation as well as under the process to resume normal operational capacity after decades of inadequacy. With a 300 bed capacity, it is the main referral hospital in the region and all of its departments are separately</td>
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supported by international and local organizations based in the area.

Total number of human resources in Kismayo general hospital include; 7 medical Doctors, 1 surgical assistant, 1 anesthetist, 2 anesthesia nurses, 10 midwives, 8 midwife assistants, 32 qualified nurses, 24 Auxiliary nurse, 3 Lab technicians, 2 Lab assistant technicians, 1 x-ray technician plus supporting staff.

### III. Duties & Responsibilities

Under the overall guidance of the Kismayo General Hospital Director, the Neurosurgeon will work at the ICU Ward to improve the quality of health services by strengthening the skills and knowledge of the junior doctors and advanced nurses currently working at Kismayo General hospital. The diaspora expert will generally improve the capacity of health practitioners. Neurosurgeon will have the following main duties and responsibilities:

1. Perform surgery to resolve problems with the nervous system;
2. Assess and diagnose patients as they come in to the hospital;
3. Meet with the families of patients in surgery and update them on the situation with their family members;
4. Remove a brain tumor or repair damaged nerves
5. Perform elective surgeries for a patient with an aneurysm or a stroke;
6. Consult with other departments in the hospital;
7. Perform complex surgeries on the brain, spinal cord, and peripheral nerves;
8. Perform surgery on the brain, spinal cord and peripheral nerves to remove tumors; Relieve chronic pain and treat wounds, vascular disorders;
9. Relieve hydrocephalus, the abnormal build-up of cerebrospinal fluid in the brain;
10. Correct deformities and treat of diseases of the spinal cord such as degenerative spine disorder and scoliosis;
11. Admit and discharge patients;
12. Consult with other doctors during rounds for diagnostics or treatment of patients;
13. Participate in case studies and weekly presentations as appropriate;
14. Is on-call for shifts and emergencies;
15. Complete reports to be shared with the incumbent’s line manager and human resource development and management department;
16. Perform any other tasks assigned by the line manager.

### IV. Target Outputs (Measurable Results)

1. Number of hospital staff who received on-the-job training and supportive supervision (disaggregated by type of training, cadre and sex).

2. Number of hospital staff who showed improvements in the provision of Neurosurgeon services after receiving on-the-job training and supportive supervision (disaggregated by type of service provided [e.g. C-sections], cadre and sex).

3. Number of patients seen by maternity services and delivery room (by month), services provided, number of deliveries, number of Cesarean sections, and incidence of mortality of women delivering.
at HGH and other facilities where participant completes rotations.

4. An on-the-job training curriculum in Neurosurgeon is developed and shared with local universities, the Ministry of Health, and IOM/MIDA FINNSOM Health.

V. MIDA FINNSOM Health Requirements

Besides the specific outputs mentioned in section IV, MIDA FINNSOM Health requires 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 should be agreed with the beneficiary institution which civil servants should 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 National Program Officer. 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 National Program Officer. At the end of the assignment, the Participant must also provide a final report covering the duration of his/her assignment.

VI. Qualifications

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<th>Level of Education:</th>
<th>Doctor of Medicine</th>
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<td>Area of Study:</td>
<td>Neurosurgery</td>
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<td>Years of work experience in what area(s):</td>
<td>Minimum 5 years in the provision of Neurosurgery services</td>
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<td>Languages needed:</td>
<td>English and Somali</td>
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| General skills / Other requirements: | 1. Demonstrated knowledge of techniques needed to provide a modern standard of Neurological surgery care.  
2. Good communication skills.  
3. Ability to operate as part of a team, but also independently, depending on the situation.  
4. Ability to use Microsoft Office programs (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 and Education is 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 as per 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: Neurosurgeon”

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 II project. Lastly, we highly encourage the participation of women in MIDA FINNSOM Health and Education.