

Vacancy:
Medical Surgeon
Bay Regional Hospital, South West State

I. General Information	
Post/Title	Medical Surgeon
Date of Issue	26 April 2016
Duty Station	Baidoa/Baraawe
Stream/Band	Stipend commensurate with degree and experience
Duration of Assignment	6 months (subject to possibly extension)
Deadline for Applications	10 May 2016
II. Background Information	
<p>About MIDA FINNSOM Health and Education Project</p> <p>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. Similarly 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 in South Somalia, 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.</p> <p>About Baidoa and Baraawe</p> <p>City of Baidoa is located at Southwest Somali in Bay region and currently is a temporary seat for the newly formed Southwest state.</p> <p>City of Baraawe is located also Lower Shabelle region and it is planned to become the capital city of newly formed newly formed Southwest State.</p> <p>About Bay Regional Hospital</p> <p>Bay Regional Hospital is a governmental owned hospital and is the main health facility in the region. Before the civil war in 1980s the hospital used to be a referral hub for Bay, Bakol and Gedo regions. Currently the hospital delivers its services free of charge without any cost recovery. The hospital consists of eight departments namely; surgical departments, medical departments, obstetric departments, pediatric departments, laboratory, nutrition departments, MCH, OPD department.</p>	

III. Duties & Responsibilities

Bay Regional Hospital, in cooperation with Ministry of Health and with the assistance of the IOM/MIDA FINNSOM Health and Education project, seeks to build the capacity and knowledge of hospital staff and medical & nurse students to improve surgical medicine services. Bay Regional hospital seeks to identify qualified Medical doctor (surgery) that contribute to the delivery health services in hospital. The key positions required include medical doctor that provides both services provisions and on job training for staff technicians in the hospitals.

The selected candidate will oversee the surgical Department and will provide lectures and training in diagnostic, treat illnesses and operation procedures to students and medical staff. The incumbent will also work with medical doctors, nurses, assistance; other health cadre's and tutors to increase their capacity to train students in surgical medicine. The selected candidate will provide on-the-job training and supportive supervision to local staff at Bay Regional Hospital.

Under the overall guidance of the Bay Regional Hospital hospital Director session, the medical doctor (surgeon) as well as this participant will work at surgical ward and will conduct the following duties and responsibilities:

1. Performs surgical and medical activities in the hospital;
2. Analyze patients' medical history, medication allergies, physical condition, and examination results to verify operation's necessity and to determine best procedure;
3. Prescribe preoperative and postoperative treatments and procedures;
4. Develop plan for surgical team and to set up theatre, surgical ward and surgical outpatient department;
5. Provides on-the-job training to and supportive supervision of department nurses, other hospital doctors and the surgical team of the hospital;
6. Trains hospital staff to maintain cleanliness and hygiene in the work environment;
7. Examine and maintain instruments, equipment, and operating room to ensure sterility;
8. Manage surgery services, including planning, scheduling and coordination, determination of procedures, and procurement of supplies and equipment;
9. Direct and coordinate activities of nurses, assistants, students and other medical staff;
10. Refer patients to medical specialist or other practitioners when necessary;
11. Provide consultation and surgical assistance to other physicians and surgeons;
12. Prepare case histories and submit monthly achievement report to the hospital director;
13. Is on-call for shifts and emergencies;
14. Any other tasks as required by the line manager.

IV. Target Outputs (Measurable Results)	
To be defined in the workplan of the advisor	
V: MIDA FINNSOM Requirements	
<p>Besides the specific outputs mentioned in section IV, MIDA FINNSOM is requiring the following steps/actions to be undertaken throughout the assignment. These are standard requirements for all assignments under this project:</p> <ol style="list-style-type: none"> 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 Mogadishu MIDA Programme Officer. This work plan will be revised if the contract will be extended. 3. Monthly and Final Reports: Monthly progress reports will be submitted by the incumbent to the Supervisor and to IOM Mogadishu MIDA Programme Officer. At the end of the assignment, the Participant must also provide a final report covering the duration of his/her assignment. 	
V: Qualifications	
Level of Education:	MD degree with specialization to surgery
Area of Study:	Surgery
Years of work experience in what area(s):	Required: At least five (5) years of relevant experience, working experience in Somalia is an asset
Languages needed:	Excellent oral and written communication skills in English and Somali, knowledge of local dialects a plus
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>
VI: Monthly Stipend	
The monthly stipend amount will be determined based on degree and years of relevant experience.	

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 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.

VIII: How to Apply

All applications must be sent to iomhelsinkimida@iom.int with the reference: “Medical Surgeon/Baidoa”

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.