

**Vacancy:**  
**Pediatrician**  
**Bay Regional Hospital, South West State**

I. General Information	
<b>Post/Title</b>	Pediatrician
<b>Date of Issue</b>	26 April 2016
<b>Duty Station</b>	Baidoa/Baraawe
<b>Stream/Band</b>	Stipend commensurate with degree and experience
<b>Duration of Assignment</b>	6 months (subject to possibly extension)
<b>Deadline for Applications</b>	10 May 2016

  

II. Background Information
<p><b>About MIDA FINNSOM Health and Education Project</b></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 , 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><b>About Baidoa and Baraawe</b></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><b>About Bay Regional Hospital</b></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 department, laboratory, nutrition department, MCH, OPD department.</p>

### III. Duties & Responsibilities

Under the overall guidance of the Bay Regional 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 Bay Regional hospital. 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.

### IV. Target Outputs (Measurable Results)

**To be defined in the workplan of the advisor**

### V: MIDA FINNSOM Requirements

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:

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
Area of Study:	Specialization in pediatric and neonatal care
Years of work experience in what area(s):	Required: At least five (5) years of relevant experience , working experience in Somalia is a plus
Languages needed:	Excellent oral and written communication skills in English and Somali, knowledge of local dialect a plus
General Skills / Other Requirements:	<ol style="list-style-type: none"> <li>1. Can perform all pediatric and neonatal care activities including malnutrition management, respiratory and GIT cases management, neonatal care</li> <li>2. Good communication skills.</li> <li>3. Ability to operate as part of a team, but also independently.</li> <li>4. Proficient in MS Office (Word, Excel, and PowerPoint).</li> </ol> <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](mailto:iomhelsinkimida@iom.int) with the reference: “Pediatrician/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.

