

Vacancy: Nurse (Anesthesiology) Terms of Reference

I. General Information	
Position:	Nurse (Anesthesiology)
Beneficiary Institution:	Bay Regional Hospital
Duty Station:	Baidoa, South West Administration
Stream/Band:	Stipend commensurate with degree and experience
Duration of Assignment:	6 months
Deadline for Applications:	7.4.2017
II. Background Information	
<p>About MIDA FINNSOM 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 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 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.</p> <p>About Baidoa and Baraawe Baidoa is located at Southwest Somali in Bay region and currently is a temporary seat for the newly formed Southwest state. 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 Bay Regional Hospital is a Governmental hospital that was built by Italian protectorate in 1935 and is the main health facility in the region. The hospital used to be a referral hub for three regions Bay, Bakol and Gedo regions that lies under low potential areas. Currently the hospital delivers its services free of charge without any costal recovery and this has happened due the partial support given by ICRC.</p> <p>BRH consists of eight departments namely; surgical departments, medical departments, obstetric departments, pediatric departments, laboratory, nutrition departments, MCH, OPD department. But only 2/8 (the surgical and nutrition departments) are solitary getting a complete support from ICRC whereas the rest are remaining support less and only rely on a seldom assistance from different agencies and community based contributions. Thus, the support less departments mostly face closure due to lack of medical supply and incentive salary for staff.</p>	

III. Duties & Responsibilities

Bay Regional, in cooperation with the Ministry of Health and assistance from the IOM MIDA FINNSOM Health and Education project, seeks to build the capacity and knowledge of staff and students. To improve anesthetics, BRH seeks a qualified Nurse (Anesthesiology) who can both provide services and on-the-job training and supportive supervision to local staff and students in the field of anesthesiology. The incumbent is responsible for improving the quality of surgical services that BRH provides to patients. Under the overall guidance of BRH Director, the Nurse (Anesthesiology) will be responsible for the following duties and responsibilities:

1. Provides on-the-job training and supportive supervision to HGH staff and appropriate rotating/interning students supporting anesthesiology services.
2. Provides training to interning students in anesthesiology nursing.
3. Provides appropriate pre-operative care to all patients needed surgical operations.
4. Maintains intra-operative anesthesia support.
5. Conducts pre-operative medical assessments.
6. Properly prepares emergency drugs/resuscitation kit.
7. Provides of proper post-operative assessment and care during the recovery period.
8. Ensures all necessary drugs and other needed surgical materials during pre-, surgery, and post-operative periods.
9. Ensures that all medical and nursing staff implement standard clinical protocols and standard patient documentation as defined by the European Union-funded project implemented by UNOPS.
10. Participates in re-establishing the HGH Intensive Care Unit, and contributes time to other units as needed (e.g. Hemodialysis Unit).
11. Completes sporadic rotational assignments to lower-level facilities (some in rural areas) to provide training and follow-up supportive supervision to local practitioners providing maternal care (anesthesiology for emergency obstetric care measures).
12. Any other duties required by the BRH Director.

IV. Target Outputs (Measurable Results)

To be defined in the workplan

V. MIDA FINNSOM Health and Education Requirements

Besides the specific outputs mentioned in Section IV, MIDA FINNSOM Health 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 and shared with IOM during the first week of assignment to provide clear and time-bound activities to successfully implement the outputs of the assignment. 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. At the end of the assignment, the Participant must also provide a final report covering the duration of his/her assignment.

VI. Qualifications

Level of Education:	Bachelors or Masters or equivalent
Area of Study:	Nursing
Years of work experience in what area(s):	Minimum five (5) years in the provision of nursing services, with at least two (2) working with anesthesiology Desired: previous teaching experience in nursing
Languages needed:	Required: English and Somali Knowledge of Arabic is an asset.
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).4. 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 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, 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 Baidoa, 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: Nurse Anesthesiology/Baidoa”.

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.