



International Organization for Migration (IOM)

The UN Migration Agency

Terms of Reference

Vacancy: Psychiatrist Kismayo General Hospital

I. General Information	
Post/Title	Psychiatrist
Date of issue	04 December 2019
Duty Station	Kismayo, Jubaland
Duration of Assignment	12 months
Deadline for applications	25 December 2019

II. Background Information
<p>About MIDA FINNSOM Phase II - Health and Education Project in the Federal Government and Federal Member States of Somalia</p> <p>The Migration for Development in Africa (MIDA) Somalia programme supports the mobilization of resources and expertise of the Somali diaspora to contribute to the stabilization and development of Somalia, while ensuring that skills and knowledge are transferred to the host institutions and retained by local staff once the diaspora experts complete their assignments.</p> <p>MIDA FINNSOM Phase II - Health and Education Project is funded by the Government of Finland, the project aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to public institutions in Somalia, with a focus on two sectors, namely health and education. The beneficiary institution Kismayo General Hospital will host the qualified Somali expatriate, and will be responsible to provide a safe and secure work environment. Kismayo General Hospital & IOM Somalia MIDA staff will monitor the expatriate while on assignment.</p> <p>About Kismayo General Hospital</p> <p>The Ministry of Health of Jubaland State seeks a qualified Biostatistician to Develop or apply mathematical or statistical theory and methods to collect, organize, interpret, and summarize numerical Health Management Information Systems data to provide usable information.</p>

III. Activities / Key Results Expected

1. Prescribe, direct, or administer psychotherapeutic treatments or medications to treat mental, emotional, or behavioral disorders.
2. Treat patients using psychological therapies.
3. Prescribing treatments or therapies and medications to patients.
4. Gather and maintain patient information and records, including social or medical history obtained from patients, relatives, or other professionals.
5. Collect medical information from patients, family members, or other medical professionals.
6. Record patient medical histories.
7. Design individualized care plans, using a variety of treatments.
8. Develop medical treatment plans.
9. Collaborate with physicians, psychologists, social workers, psychiatric nurses, or other professionals to discuss treatment plans and progress.
10. Collaborate with healthcare professionals to plan or provide treatment.
11. Analyze and evaluate patient data or test findings to diagnose nature or extent of mental disorder.
12. Analyze test data or images to inform diagnosis or treatment.
13. Examine or conduct laboratory or diagnostic tests on patients to provide information on general physical condition or mental disorder.
14. Examine patients to assess general physical condition.
15. Counsel outpatients or other patients during office visits.
16. Advise patients on effects of health conditions or treatments.
17. Advise or inform guardians, relatives, or significant others of patients' conditions or treatment.
18. Explain medical procedures or test results to patients or family members.
19. Teach, take continuing education classes, attend conferences or seminars, or conduct research and publish findings to increase understanding of mental, emotional, or behavioral states or disorders.
20. Conduct research to increase knowledge about medical issues.
21. Maintain medical or professional knowledge.
22. Present medical research reports.
23. Review and evaluate treatment procedures and outcomes of other psychiatrists or medical professionals.
24. Analyze quantitative data to determine effectiveness of treatments or therapies.
25. Prepare and submit case reports or summaries to government or mental health agencies.
26. Prepare official health documents or records.
27. Prepare reports summarizing patient diagnostic or care activities.
28. Serve on committees to promote or maintain community mental health services or delivery systems.

IV. Target Outputs (Measurable Results)

To be specified in the work plan of the Psychiatrist.

V: MIDA requirements

Besides the specific outputs mentioned in section IV, the MIDA programme requires the following steps/actions to be undertaken throughout the assignment. These are standard requirements for all assignments:

1. **Transfer of skills:** One of the main responsibilities of the Somali diaspora participant, and one 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 Ministry/institution which civil servants will benefit from this knowledge.
2. **Work plan:** A work plan will have to be developed with the Supervisor during the first week of assignment which will provide clear and time bound activities to be implemented in order to achieve the expected outputs of the assignment. This work plan will be shared with the MIDA Project Assistant. The work plan can be revised during the mid-term review to reflect new developments or changes in strategy.
3. **Mid Term Review:** there will be a mid-term review of the assignment between the incumbent and the beneficiary Ministry/ institution to discuss progress of the assignment and feedback on performance.
4. **Interim and Final Reports:** Progress reports will be submitted by the incumbent to the Supervisor and to the MIDA Project Assistant. Thereafter a final report will be provided at the end of assignment.

V: Qualifications

Level of Education:	MD with a specialization in Psychiatry
Area of Study:	Psychiatry
Years of work experience in what area(s):	3 years of experience in psychiatric clinical service preferred.
Languages needed:	English and Somali
General Skills / Other Requirements:	

VI: Monthly Stipend

The monthly stipend amount will be determined based on Postgraduate degree and years of relevant experience.

VII: How to apply

To apply please send your CV (with two professional references including their email and phone number) and a cover letter by email to **midasomvacancy@iom.int**. PDF format is preferred. Kindly write: **Psychiatrist/ Kismayo General Hospital** in the subject field of the email when sending the application.

Only shortlisted candidates will be contacted.

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 well and apt 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 Ministry/ institution will be responsible for the security of the individual.

Before leaving the country of residence and upon arrival in Somalia, the qualified Somali expatriate will receive a pre-departure briefing including security advice and cultural background.