

**Vacancy: Obstetrician/Gynecologist**  
**Terms of Reference**

**Ministry of Health and Human Services, Somalia**  
**Banadir Maternity & Children Hospital**

I. General Information	
Post/Title	Obstetrician/Gynecologist
Host Institution	Banadir Maternity & Children Hospital, Ministry of Health and Human Services
Duty Station	Mogadishu
Stream/Band	Monthly Stipend will commensurate with degree and experience
Duration of Assignment	12 months
Date of Issue	8 <sup>th</sup> of September 2019
Deadline for Applications	22 <sup>nd</sup> of September 2019
II. Background Information	
<b>About MIDA FINNSOM Phase II - Health and Education Project in the Federal Government and Federal Member States of Somalia</b> The IOM Migration for Development in Africa (MIDA) programme focuses on strengthening the institutional capacities of Somalia 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. <b>MIDA FINNSOM Phase II - Health and Education Project</b> is funded by the Government of Finland. The Government of Finland has also funded the MIDA FINNSOM Health projects in different parts of Somalia. 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 Somalia, with a focus on two sectors, namely health and education. The beneficiary institution Banadir Hospital will host the qualified Somali expatriate, and will be responsible to provide a safe and secure work environment. The Federal Ministry of Health and Human Services (MoH) & IOM Somalia MIDA staff will monitor the expatriate while on assignment.	
<b>About the Geographical Coverage of the Project</b> The MIDA FINNSOM Phase II - Health and Education Project will support positions in Mogadishu Federal Government and the Federal Member States.	
<b>About Banadir Hospital</b> The Ministry of Health and Human Services (MoH) grappling with a range of challenges including lack of resources and qualified skilled staff in the public and health sector. In order to tackle the challenges in the health sector in Somalia, the MoH of the Federal Republic of Somalia is redefining its mission of reforming public hospitals including the Banadir Maternity & Children Hospital. The goal is to provide high-quality service in alignment with Somalia's Health Policy Framework. The overall objective of the Ministry of Health	

and Human Services is to establish affordable and high-quality basic health services in the country. Hospitals especially will have an enabling environment where it can deliver its key functions through capacity development and institutional strengthening.

### III. Duties & Responsibilities

**Contextual information:** Banadir Maternity and Children Hospital with assistance from the IOM MIDA project, seeks to build the capacity and knowledge of Obstetrics and Gynecology. To improve Obstetrics and Gynecology Department and provide a good service, Banadir Hospital seeks a qualified Pediatrician Doctor who can both provide services and on-the-job training and supportive supervision to the local staff of the hospital. Under the overall guidance of the Director of the Hospital, the Obstetrician and Gynecologist will be responsible for the following duties and responsibilities:

1. Collaborate with Banadir Hospital, MoH and IOM MIDA team in identifying priorities and medium-term needs that can be addressed with the help of MoH and MIDA FINNSOM;
2. Engage technical support and guideline on appropriate strategies and institutional capacity building;
3. Plan strategic technical leadership and expertise to Banadir Hospital on the implementation of high-quality OBS/GYNO health services at the hospital;
4. Prepare government and organizational reports on birth, death, and disease statistics, workforce evaluations, or the medical status of individuals;
5. Advise patients and community members concerning diet, activity, hygiene, and disease prevention;
6. Analyze records, reports, test results, or examination information to diagnose medical condition of patient;
7. Care for and treat woman during, natal and post-natal periods;
8. Collect, record, and maintain patient information, such as medical histories, reports, and examination results;
9. Explain procedures and discuss test results or prescribed treatments with patients;
10. Monitor patients' condition and progress and re-evaluate treatments as necessary;
11. Perform cesarean sections or other surgical procedures as needed to preserve patients' health and deliver babies safely;
12. Prescribe or administer therapy, medication, and other specialized medical care to treat or prevent illness, disease or injury;
13. Refer patient to medical specialists or other practitioners when necessary.
14. Treat diseases of female organs;
15. Review, develop, and prepare training manuals for the Pediatric department staff;
16. Maintain close working relationship with other stakeholders working for mother and child health, to ensure integration of child health programs;
17. Mentor interns of the hospital who will work side by side with the expert and will assist during the assignment for sustainability purpose;
18. Complete work plans and quarterly progress reports to be submitted to the MOHH and IOM;
19. Participate and support health workers, in community awareness activities that increase service utilization;
20. Organize on-job training for doctors, midwives, nurses and auxiliary staff;

The IOM Somalia MIDA Program Officer will provide administrative support for the participant throughout this assignment period.

<b>IV. Target Outputs (Measurable Results)</b>	
To be specified in the work plan of the technical advisor (Obstetrician/Gynecologist)	
<b>V: MIDA FINNSOM Requirements</b>	
<p>Besides the specific outputs that will be established in the Target Outputs of each assignment, the MoH and MIDA FINNSOM is requiring the following steps/actions to be undertaken throughout the assignment. These are standard requirements for all assignments undertaken through this project:</p> <ol style="list-style-type: none"> <li><b>1. Transfer of skills:</b> 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.</li> <li><b>2. Work plan:</b> 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.</li> <li><b>3. Quarterly and final Reports:</b> 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.</li> </ol>	
<b>V: Qualifications</b>	
Level of Education:	Postgraduate
Area of Study:	Obstetrics and Gynecologist
Years of work experience in what area(s):	3-5 years
Languages needed:	Somali and English
General Skills / Other Requirements:	<ol style="list-style-type: none"> <li>1. Good communication skills.</li> <li>2. Ability to operate as part of a team, but also independently, depending on the situation.</li> <li>3. Ability to use Microsoft Office programs (Word, Excel, and PowerPoint).</li> <li>4. Ability to identify innovative approaches to problems in a challenging environment.</li> </ol>
<b>VI: Monthly Stipend</b>	
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 applicants must apply online through the QUESTS-MIDA website.

To start the application process the applicants are required to register an account with the QUESTS-MIDA website. Please go to [www.quests-mida.org](http://www.quests-mida.org) and register as a user, create a password and login, then fill in the application form duly. Applicants should also attach a cover letter, CV as supporting documents to their profile as well as the contact information (email and phone number) of two professional references by the closing date of this vacancy online. Only shortlisted candidates will be contacted.

If you encounter any problems when applying visit the FAQs section on the website for more information.