

Vacancy: midwife
Re-advertisement
Terms of Reference

I. General Information	
Position:	Midwife
Beneficiary Institution:	Garowe General Hospital
Duty Station:	Garowe (Puntland State of Somalia)
Stream/Band:	Stipend commensurate with degree and experience
Duration of Assignment:	6 Months (extendable)
Deadline for Applications:	22.1.2018
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, 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 Puntland</p> <p>Puntland—officially the Puntland State of Somalia—is a region in northeastern Somalia. It is bordered by Somaliland to its west, the Gulf of Aden in the north, the Indian Ocean in the southeast, the central Galmudug region of Somalia in the south, and Ethiopia in the southwest. Its leaders declared the territory a semi-autonomous state of the Federal Republic of Somalia in 1998. Since then, the Puntland Government has implemented limited reconstruction and development programs using its own meager resources, with some support from the donor community. The needs still remain enormous given that the government must build modern infrastructure, systems and structures to provide basic social services such as healthcare and education. The capital of Puntland is Garowe (Nugaal province), though the cities of Bosaso (Bari province) and Galkayo (Mudug province) are far more populous.</p> <p>About Garowe General Hospital</p> <p>Located 1.5km from the city center, Garowe General Hospital (GGH) is the highest level referral hospital in Nugaal province, serving the needs of its 700,000 inhabitants. GGH was established in the 1970s and partially renovated in 1990, but this work was interrupted by the civil war. Today, GGH (109 beds) offers outpatient, pediatric, surgery, maternity, general medicine, and emergency services. The Hospital has a staff of 97 that includes 12 general practitioners (most of whom graduated within the last three years), 32</p>	

nurses (including six midwives), five lab technicians, two x-ray technicians, one “technical pharmacist” (received only two years of training), and seven administrators. There are no specialist doctors on the staff, though GGH sporadically hosts foreign specialist doctors on a short-term basis.

III. Duties & Responsibilities

Under the overall guidance of the Garowe General Hospital Director session), the midwifery whereby this participant will work on at Maternity ward and will have the following duties and responsibilities:

1. Support the management of the obstetrics and Maternal unit in the hospital.
2. Develop/review and Perform pre-operative assessments for patients, emergency triage and resuscitation plan (when appropriate) With the support of Obstetrics and Gynaecology doctor, To provide In-service training for local health personnel.
3. In-service training will be based on the MOHS Basic Package of Essential Health Services. It is expected to train health staffs in Maternal Health Unit and support them to provide medical services to the patient .
4. To discharge patients with appropriate instructions for further and out-patient care.
5. Work according to the MOHS and local Hospital guidelines, ensure national standards are maintained and adhere to universal precautions.
6. Assess the knowledge and skill level of the local midwife at the GGH and provide on the-job training, lectures and supportive clinical supervision as needed to equip the staff with enhanced knowledge and skills to provide quality maternal and newborn health services including
 - a) Comprehensive and basic emergency obstetric care
 - b) Prenatal care and counselling
 - c) Family planning services
 - d) General gynecological health and lifestyle choices
7. Provides on-the-job training and lectures to students on sterile techniques, basic anatomy and physiology, charting, oxygen use and client and neonatal care.
8. She/he should be trained at least 15 of health staffs particularly nursing and midwives in order to perform their tasks.
9. Ensures that all medical and nursing staff implements standard clinical protocols.
10. Deliver infants and provides prenatal and postpartum care and treatment under obstetrician's supervision.
11. Performs any other tasks required by the line manager.

IV. Target Outputs (Measurable Results)

- A. During the first six months of the assignment, the expert midwife should accomplish the following;
- Pre and post operative plan for patients, emergency triage and resuscitation plan is developed/reviewed.
 - Medical staff are trained to perform pre-operative assessments for patients, emergency triage and resuscitation plan. Minimum 5 staff.
 - Patient discharge plan is developed with appropriate instructions for further and out-patient care.
 - Train the local midwife to improve their capacity to provide quality maternal and newborn health services including
 - Comprehensive and basic emergency obstetric care
 - Prenatal care and counselling
 - Family planning services

- General gynecological health and lifestyle choices

B. By the end of the last six months of the assignment, the expert midwife should accomplish the following;

- Staff are trained on MOHS Basic Package of Essential Health Services. Minimum 15.
- Students in the Health department received on-the-job training and lectures on sterile techniques, basic anatomy and physiology, charting, oxygen use and client and neonatal care.
- Nurses and Midwives have a better understanding on their roles and responsibilities
- Train midwives on Safe deliver of infants and how to provide prenatal and postpartum care and treatment under obstetrician's supervision.

V. MIDA FINNSOM Health 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 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 Garowe MIDA Project Assistant. 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 Garowe MIDA Project Assistant. 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:	Minimum: BSc; Desired: MSc
Area of Study:	Midwifery
Years of work experience in what area(s):	Minimum 5 years of working experience as Midwife (out of which a minimum of 2 years in midwifery)
Languages needed:	Somali and English
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). 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 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 in Somalia, 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 –Midwifery on Garowe

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.

While this project is geared toward the Somali-Finnish diaspora, we also welcome members of other Somali diaspora communities to apply. Note that preference may be given to applicants who were successful participants in the Phase 3 project. Lastly, we highly encourage the participation of women in MIDA FINNSOM Health Phase 4.