

Vacancy: Pediatrician
Terms of Reference
Re-advertisement

I. General Information	
Position:	Pediatrician
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, 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 Garowe hospital and also in other facilities such as the Garowe General Hospital when needed. The diaspora expert will generally improve the capacity of health practitioners. The Pediatrician will have the following main duties and responsibilities:

1. Trains the pediatric nurses and junior doctors on medical ethics
2. Conducts a needs assessment at the pediatric ward and develops a plan to improve the pediatric services provided by the hospital;
3. Performs neonatology and pediatric care in the pediatric department;
4. Organizes the pediatric, emergency department and the nutrition wards stabilization center for supplementary feeding.
5. Provides consultation in complicated labor cases and caesarian sections.
6. Reports on monthly basis to the hospital director.
7. Give advice and transfer health management skills to the hospital management
8. Provides routine preventive health examinations, and diagnose and treat a wide range of illnesses.
9. Examine patients or order, perform, and interpret diagnostic tests to obtain information on medical condition and determine diagnosis.
10. Prescribe or administer treatment, therapy, medication and other specialized medical care to treat or prevent illness, disease, or injury in infants and children
11. Collect, record, and maintain patient information, such as medical history, reports, and examination results.
12. Advise patients, parents or guardians, and community members concerning diet, activity, hygiene, and disease prevention.
13. Explain procedures and discuss test results or prescribed treatments with patients and parents or guardians.
14. Monitor patients' conditions and progress and reevaluate treatments as necessary.
15. Plan and execute medical care programs to aid in the mental and physical growth and development of children and adolescents.
16. Refer patient to medical specialist or other practitioner when necessary.
17. Direct and coordinate activities of nurses, students, assistants, specialists, therapists, and other medical staff.
18. Provide consulting services to other physicians
19. Operate on patients to remove, repair, or improve functioning of diseased or injured body parts

and systems.

20. Prepare reports for government or management of birth, death, and disease statistics, workforce evaluations, or medical status of individuals

21. Conduct research to study anatomy and develop or test medications, treatments, or procedures to prevent or control disease or injury.

The IOM Garowe MIDA Project Assistant will technically support this assignment from Garowe through interaction with the qualified Somali expatriate and beneficiary institution.

IV. Target Outputs (Measurable Results)

A. By the end of the first six months of the assignment, the pediatrician should be able to accomplish the following;

- Pediatric ward assessment report is drafted that draws a plan on how to improve the pediatric services provided by the hospital.
- The pediatric nurses and junior doctors are trained on Medical Ethics
- Organized the pediatric, emergency department and the nutrition wards stabilization center for supplementary feeding
- Junior doctors are trained on how to provide consultation in complicated labor cases and caesarean.
- Patient record and information system is improved.
- Medical care program plan is developed to aid the mental and physical growth and development of children and adolescents.

B. By the end of the last six months of the assignment, the pediatrician should be able to accomplish the following;

- Improved Neonatology and Pediatric care services at GGH.
- Hospital management has improved their health management skills.
- Conducted research to study anatomy and develop or test medications, treatments, or procedures to prevent or control disease or injury

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:	Doctor of Medicine
Area of Study:	Specialization in pediatric and neonatal care
Years of work experience in what area(s):	Minimum of 5 years as pediatrician and neonatologist
Languages needed:	Somali and English
General skills / Other requirements:	<ol style="list-style-type: none"> 1. Can perform all pediatric and neonate care activities including malnutrition management, respiratory and GIT cases management, neonatal care 2. Good communication skills. 3. Ability to operate as part of a team, but also independently. 4. Ability to use Microsoft Office programs (Word, Excel, and PowerPoint). 5. 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 – Pediatrician 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 2 project. Lastly, we highly encourage the participation of women in MIDA FINNSOM Health Phase 3.