



International Organization for Migration (IOM)

Strengthening Sierra Leonean National Health Care Capacity through Diaspora Engagement Terms of Reference (TOR)

I. GENERAL INFORMATION	
Name of Position	Surgical Doctor in Kabala Government Hospital
Name of host institution	Kabala Government Hospital (It is requested to conduct frequent outreach, preventive, promotional and curative activities in the selected 6 peripheral health units in Koinadugu district)
Address of host institution	Kabala, Koinadugu District
Name and email address of focal point in host institution	Dr Francis Moses (District Medical Officer in Koinadugu District) Email: franqoline@gmail.com
Background information about host institution (Sector, private/public, line of work, website link etc.)	<p>Kabala Government Hospital, is a secondary level hospital and the only hospital in Koinadugu district. The hospital provides several services, including Outpatient care, Maternal Health and Paediatric services, Laboratory services, General Surgery, Internal medicine, Pharmacy, HIV/AIDS counselling and management, Eye Care and basic dental services. This hospital covers the entire population of Koinadugu district, approximately 435,991 people in 2017, as projected from the 2015 Population and Housing Census. There are various cadres of health staff working at Kabala hospital including 2 doctors , 5 Community Health Officers (CHO), 23 State Enrolled Community Health Nurses (SECHN), 7 Midwives, 12 Nursing Aides, 3 Maternal and Child Health (MCH) Aides and 2 Lab Technicians. The hospital includes an emergency department, outpatient department and inpatient department. There is one surgical operating theatre for general surgery and one maternity operating theatre for obstetrics and gynaecology operations. MSF has supported the hospital since 2016 but mainly for obstetrics and gynaecology, paediatrics, and management of the emergency unit. MSF support includes provision of additional human resources, contribution to logistics such as fuel for generators, provision of additional drugs and some training to health personnel. The Ministry of Health and Sanitation (MOHS) has also provided 3 temporary international doctors to support health service delivery in this hospital.</p>



II. POSITION INFORMATION	
Organizational unit/ Department	Surgical Unit in Kabala Government Hospital
Duration of assignment	From June To August 2017 (can be changed based on applicant's situation)
Name and email address of supervisor	Dr Sekou Kanneh (Medical Superintendent)

III. OBJECTIVES OF ASSIGNMENT (PLEASE STATE THE OUTCOME(S) IN RELATION TO THE THEORY OF CHANGE, THAT THIS ASSIGNMENT WILL CONTRIBUTE TO)

1. To support the management of the surgical unit in collaboration with the anaesthesia and nursing staff.
2. To perform pre-operative assessments for patients, emergency triage and resuscitation (when appropriate)
3. To provide In-service training for local health personnel. In-service training will be based on the MOHS Basic Package of Essential Health Services.
4. To conduct frequent outreach, preventive, promotional and curative activities in the selected 6 peripheral health units in Koinadugu district.
5. To perform basic surgeries including but not limited to herniorrhaphies, appendectomies, laparotomies for acute abdomen, and other procedures as specified by the Hospital management and good clinical practice
6. To conduct ward rounds and out-patient consultations according to good clinical practice
7. To discharge patients with appropriate instructions for further and out-patient care
8. To work according to the MOHS and local Hospital guidelines, ensure national standards are maintained and adhere to universal precautions.
9. To ensure all documentation meets local medico-legal requirements and that statistical data is collected, using the health monitoring system, and to incorporate information in regular reports.
10. To attend and participate in clinical learning sessions at the hospital

IV. RESPONSIBILITIES AND ACCOUNTABILITIES (SHOULD CORRESPOND TO THE REQUIRED ACTIVITIES NEEDED TO ATTAIN THE OUTPUTS AND OUTCOME AS STATED IN THE THEORY OF CHANGE)

Main tasks include:

1. Teaching of Surgical skills to local doctors, CHOs, technical nurses or other relevant health care staffs.
2. Providing clinical services to the Kabala Government Hospital as well as to several Community Health Centres or Peripheral Health Units in Koinadugu.
3. Conducting In-Service training programmes for hospital staffs.
4. Undertaking management and administrative duties.
5. Conducting high quality research with a high potential for national/international impact.
6. Any other duties assigned by the hospital administration.



V. COMPETENCIES (SHOULD CORRESPOND TO THE REQUIRED ACTIVITIES NEEDED TO ATTAIN THE OUTPUTS AND OUTCOME AS STATED IN THE THEORY OF CHANGE)

The resource person is expected to demonstrate the following competencies:

Behavioural:

- Excellent written and verbal communication skills including presentation skills
- Excellent interpersonal skills, communication style and team work.
- A creative research vision for development, implementation and delivery of successful research projects
- Excellent organizational and administrative skills
- Commitment to excellence in teaching and research and to providing the highest quality experience for students
- Commitment to working within professional and ethical codes of conduct

Technical:

- High level IT literacy.
- Utilization of equipment and methods in teaching and clinical practice at both hospital and PHU levels.

VI. EDUCATION AND EXPERIENCE

Level of Education: Medical Doctor / MD

Area of Study: Specialist in General Surgery with at least membership of a surgical college

Years of Work Experience in surgery: At least 6 years of relevant surgical experience with proven skills in the management of common surgical conditions and surgical emergencies. A surgical sub-specialty would be an added advantage.

VII. LANGUAGES

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Excellent oral and written communication skills in English and fluency in oral Krio. Fluency in one of the local languages in Koinadugu (Koranko, Madingo, Limba, Fullah or Madingo) would be an added advantage.

PROFICIENCY

High level of proficiency in written and oral English.

High level of proficiency in spoken Krio



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VIII. APPLY FOR ASSIGNMENT

*Only Sierra Leonean Nationality are eligible for the assignment.

If you are qualified for this position please email the following to sierraleonemida@iom.int with reference code: IOMSLMIDA006 in the subject line of your email.

Please attach your mail with CV and Cover Letter, and both of documents should be quoted as REFERENCE-IOMSLMIDA006 in the subject line of your application. We will not be able to track your applications without the reference code provided.

Application deadline is 26th May 2017. Only short-listed candidates will be contacted.

This assignment is funded by the Government of Japan, priority will be given to diaspora experts who have worked or were trained in Japan.