

Vacancy: Lecturer in Nursing Terms of Reference

I. General Information	
Position:	Lecturer in Nursing
Beneficiary Institution:	Haji Abdi Nursing Institute
Duty Station:	Garowe (Puntland State of Somalia)
Stream/Band:	Stipend commensurate with degree and experience
Duration of Assignment:	16 months
Deadline for Applications:	27 November 2014
II. Background Information	
<p>About the MIDA FINNSOM Health Phase III Project The past decades have seen continued migration from various African countries, causing “brain drain” that has debilitated various public sector systems across the continent. Implemented by IOM, <i>Migration for Development in Africa</i> (MIDA) projects seek to utilize the skills and knowledge of Africans living in the diaspora to rehabilitate public sector systems in their countries of origin. Through Phase III of the <i>Institutionalizing Health Care Improvement through Temporary Returns of Somali Diaspora Health Professionals</i> program (publicly known as MIDA FINNSOM Health), IOM and Somali diaspora health and support professionals will continue to support the rehabilitation and development of the public health sector in Puntland and Somaliland. MIDA FINNSOM Health is funded by the Ministry for Foreign Affairs of Finland.</p> <p>About Puntland 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 Haji Abdi Nursing Institute (HANI) Founded in 1995 by the first director of the Somali Health Training Institute of Mogadishu, the school functioned until 1998 and re-opened in 2004. The Institute trains both nurses and midwives, including emergency obstetric care. HANI is in Garowe.</p>	
III. Duties & Responsibilities	
<p>Haji Abdi Nursing Institute, in coordination with the Puntland Ministry of Health, and with assistance of the IOM MIDA FINNSOM Health project, seeks to build the capacity and knowledge of students training to be</p>	

nurses, and of local lecturers and tutors to expand their skills in teaching. The selected candidate will teach at the Institute as a Lecturer in Nursing. When school is out of session, the incumbent will work as a nurse in Garowe General Hospital (one of five public regional referral hospitals in Puntland), providing on-the-job training and supportive supervision to local staff, and may complete sporadic rotational assignments to lower level facilities that focus on primary, maternal, and child healthcare. Under the overall guidance of the Dean, the Nurse Lecturer will have the following duties and responsibilities:

1. Prepares and delivers lectures to nursing students on topics such as pharmacology, mental health nursing, and community health care practices.
2. Provides practical training to students on minor surgery techniques, dressing procedures, and basic nursing procedures.
3. Prepares course materials such as syllabi, homework assignments, and handouts.
4. Oversees students' laboratory and clinical work.
5. Evaluates and grades students' class work, laboratory and clinical work, assignments and papers.
6. Works with local lecturers and tutors to increase their skills in teaching local nursing students, including teaching modern methods in nursing and research.
7. Plans, evaluates, and revises curricula, course content, and course materials and methods of instruction.
8. Compiles bibliographies of specialized materials for outside reading assignments.
9. Selects materials and supplies such as textbooks and laboratory equipment.

Under the overall guidance of the Garowe General Hospital Director, the incumbent will have the following duties and responsibilities:

1. Provides on-the-job training and supportive supervision to local nursing staff.
2. Assesses clinical education needs and patient and client teaching needs, utilizing a variety of methods.
3. Provides personal assistance, medical attention, emotional support and/or other personal care to co-workers and patients.
4. Performs any other tasks required by the line manager.

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)

1. Number of nursing students who received training (disaggregated by subject taught and sex of students).
2. Number of nursing students who received passing grades on tests and courses (disaggregated by subject matter and sex of students). For all formal training, the incumbent must design and provide pre- and post-tests.
3. Number of local lecturers and tutors who the incumbent worked with to improve teaching skills (disaggregated by cadre and sex, as well as lecturer vs tutor).
4. Number of hospital staff who received on-the-job training and supportive supervision (disaggregated by cadre and sex).
5. Number of hospital staff who showed improvements in the provision of services after receiving on-the-job training and supportive supervision (disaggregated by cadre and sex).

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:	BSc
Area of study:	Nursing
Years of work experience in what area(s):	Minimum 3 years in the provision of nursing services (Desired: previous teaching experience in nursing)
Languages needed:	English and Somali
General skills / Other requirements:	<ol style="list-style-type: none">1. Good communication skills.2. Ability to use Microsoft Office programs (Word, Excel, and PowerPoint).3. Ability to find innovative solutions to complex problems.

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: Lecturer Nursing/Garowe HANI”

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 II project. Lastly, we highly encourage the participation of women in MIDA FINNSOM Health Phase III.