

## Vacancy: Ophthalmologist Terms of Reference

I. General Information	
Post/Title	Ophthalmologist
Beneficiary Institution	Bosaso General Hospital
Duty Station	Bosaso, Puntland
Duration of Assignment	16 Months
Deadline for Applications	27 November 2014
II. Background Information	
<p><b>About MIDA FINNSOM Health Phase III Project</b></p> <p>The past decades have seen continued migration from various African countries, causing loss of human capital 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><b>About Puntland</b></p> <p>Puntland—officially the Puntland State of Somalia—is a region in northeastern Somalia 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 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><b>About Bosaso General Hospital</b></p> <p>Built in 1937 by the Italians, Bosaso General Hospital (BGH) is currently one of five public regional teaching and referral hospitals in Puntland. With a staff of 98 (nine are medical doctors) and 150 beds, BGH has six main departments (maternity, surgery, orthopedics, medicine, pediatrics, and a mental ward) and several other sections (outpatient department, emergency, x-ray, echo/ECG, operating theater, laboratory, HIV [voluntary counseling and testing and treatment], and therapeutic feeding program).</p>	

### III. Duties & Responsibilities

**Contextual information:** The General Hospital of Bosaso, in coordination with the Ministry of Health – Puntland, and with the assistance of the IOM MIDA FINNSOM Health project, will seek to build the capacity and knowledge of hospital staff, seeks to identify an Ophthalmologist to work as part of a multidisciplinary team of professional, medical staff and predominantly with hospital outpatients. Common conditions are cataracts, glaucoma, diabetes and degenerative conditions resulting from ageing. The applicant will work in hospital eye casualty departments, outpatient clinics, the operating theatre and laser eye surgery clinics.

1. Teaches/trains junior doctors and other healthcare professionals and provides on-the-job training
2. Assesses and examines patients for diagnosis, monitors patients' conditions and progress and reevaluates treatment as necessary
3. Assesses the availability of operating equipment such as ophthalmoscopes, slit lamps and lenses and carries out surgical procedures using an operating microscope, small incision (keyhole) surgery, laser surgery and other relevant procedures
4. Manages ophthalmic conditions, taking into account both medical and psychological aspects of patient care
5. Manages busy general outpatient clinics, emergency eye clinics and specialist clinics
6. Manages medical disorders affecting vision, such as inflammatory, vascular, neurological and genetic disorders, thyroid eye disease, diabetes and strokes by using a holistic approach and not just focusing on the eye
7. Leads and coordinates members of the ophthalmology team and manages resources
8. Collects, records, and maintains patient information, such as medical history, reports, and examination results.
9. Engages with communities to increase the demand for healthcare services
10. Other duties assigned by the supervisor

### IV. Target Outputs (Measurable Results)

1. Number of students who received formal training (disaggregated by cadre and sex)
2. Number of students who received a passing score of 70% or higher (and amount who received a failing score of below 70%)
3. Number of hospital staff who received on-the-job training and supportive supervision (disaggregated by cadre and sex)
4. 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)
5. An on-the-job training curriculum in ophthalmology is developed and shared with local universities, the Ministry of Health, and IOM/MIDA FINNSOM Health.
6. Establishment of eye casualty department at end of the project

7. Within the first two weeks of this assignment, a MIDA Assignment Work Plan will be developed by the project participant and the host institution; and shared with IOM and the Ministry of Health – Puntland
8. Monthly and Quarterly progress report will be completed by the project participant
9. A mid-term review of the assignment between the project participant, the host institution and IOM will be done in order to discuss progress of the assignment and feedback on performance
10. A final report by both the project participant and the host institutions is needed upon completion of the assignment

#### 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 Hargeisa National Program Officer. This work plan can be revised during the mid-term review to reflect new developments or changes in strategy.
3. **Mid-term Review:** There will be a mid-term 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 Hargeisa National Program Officer. At the end of the assignment, the Participant must also provide a final report covering the duration of his/her assignment.

#### V: Qualifications

Level of Education:	Doctor of Medicine
Area of Study:	Ophthalmology
Years of work experience in what area(s):	At least five years in the field of Ophthalmology
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. Proficient in MS Office (Word, Excel, and PowerPoint)</li> <li>4. Ability to identify innovative approaches to problems in a challenging environment.</li> </ol>

## **VI: Monthly Stipend**

The monthly stipend amount will be determined by MIDA FINNSOM Health 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 applications must be sent to [iomhelsinkimida@iom.int](mailto:iomhelsinkimida@iom.int) with the following reference as subject in your e-mail: “APPLICATION: Ophthalmologist/Bosaso”.

As part of the application, applicants must provide a cover letter and CV before the closing date of the vacancy in order for each candidate to be considered.

Shortlisted candidates will be informed of the status of their application.