



International Organization for Migration (IOM)
The UN Migration Agency

VACANCY NOTICE

Open to Internal and External Candidates.

Position Title : **Senior Radiologic Technologist**
VN No : **IOMKCO/VN/027/2023**
Duty Station : **Nairobi, Kenya**
Classification : **General Service Staff, Grade G6**
Type of Appointment : **One Year Fixed Term, with possibility of extension**
Estimated Start Date : **As soon as possible**

Closing Date : **7th July 2023**

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental, and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

IOM is committed to a diverse and inclusive environment. Both Internal and external candidates are eligible to apply to this vacancy.

Context:

Under the direct supervision of the IOM Radiologist or Chief Migration Health Officer, the technical guidance from IOM Teleradiology Centre, and the overall supervision of the Chief of Mission for administrative matters, the successful candidate will be responsible for overseeing the overall activity of the Radiology Unit, the screening and processing of X-ray for refugees and immigrants at the the Migration Health Assessment Centre (MHAC) in Nairobi, Kenya.

Core Functions / Responsibilities:

1. Oversee the radiologic services in the Unit, and as needed, carry-out good quality chest X-ray images of migrants as requested by the panel Physicians and/or Radiologist in accordance with IOM and international radiographic standards and resettlement countries technical instructions. Take the appropriate additional chest X-ray views using the standard procedures when it is requested.
2. Plan and schedule the daily work in the Radiology Unit and assign duties to staff.
3. Supervise the staff and the overall activity in the Radiology Unit to ensure proper application of the radiographic techniques and radiation protection procedures, fast and smooth X-ray processing, optimized workflow, and timely delivery of quality chest X-ray images and reports.
4. Ensure proper and respectful handling of applicants at the X-ray reception, counselling of applicants about the X-ray examination procedures, preparation of the equipment's and examination rooms, proper identification checking, correct biodata entry to CR/DR

machines and standard labelling of the radiographic images and avoiding substitutions.

5. Review the accuracy and quality of X-rays with proper processing of digital images on CR/DR X-ray machine, correcting technical quality of the images, and taking repeat when the image quality is not acceptable. Report important/urgent information to the Radiologists and/or Physicians as needed.
6. Ensure consistently high quality CXRs through regular quality assurance and quality control, adherence to technical requirements of resettlement countries and radiographic techniques, checking and improvement of existing standard operating procedures, and close supervision and training of staff. And assign or take the role of quality assurance focal person for the X-ray Unit, as needed.
7. Implement, monitor and maintain the radiologic safety measures in the Radiology Unit in compliance with the standard radiation protection rules and regulations, including regular use of lead shield to the applicants, use personal radiation measuring device to all staff and the regular reading, and proper protection of the X-ray room and keep all the records and assign radiation protection focal person for the Radiology Unit as needed by ensuring the safety of applicants, staff and the public.
8. Maintain regular contact with the respective government authorities in the country for radiation safety compliance and getting license to operate X-ray Unit as needed. Schedule with IOM Units and the technical service providers outside of IOM regarding maintenance and repair of the equipment. Coordinate with Procurement Unit and Teleradiology Center for the purchase of equipment as needed.
9. Communicate with the Radiologist or Teleradiology Centers for the reading of the chest X-rays and assign the radiology focal person for coordinating the chest X-ray reading workflow as needed.
10. Ensure regular and timely quality assurance of the CR/DR X-ray machines, proper handling of machines and lead shields, and equipment performance assessment and reports.
11. Ensure timely completion of the Radiology Units administrative duties, such as preparation of daily working lists, barcodes, checking refugees' identity, counselling of refugees, burning CXR images on CDs, uploading digital CXR images to E-Medical website, statistical reports and analysis of operational activities, and proper record keeping and when needed, directly perform the activities
12. Directly report to the Chief Radiologist or the Chief Medical Officer regarding issues with staff and radiology work related matters.
13. Implement infection control measures and ensure a tidy and neat work environment in the Radiology Unit.
14. Suggest and implement additional technical measures, recommend new equipment, equipment modification, and crucial construction to improve the quality, speed or safety of the radiological procedures in the unit.
15. Coordinate the purchase of supplies and equipment, make recommendations concerning the unit's operating budget, implement proper record keeping of consumables and maintenances services.
16. Demonstrate new techniques, equipment and procedures to staff and provide technical guidance and training to new staff.
17. Perform such other activities as requested by the supervisors.

Required Qualifications and Experience

Education

- Bachelor's degree in Radiologic Technology from an accredited academic institution.
- In addition, preferably, a Master's degree or higher from an accredited academic institution
- A valid license to practice Radiography, if applicable.

Experience

- Four years for Bachelor or Master degree holder with thorough knowledge and experience in radiology department processes especially chest X-Ray and digital radiography.
- Knowledge and experience of radiographic techniques.
- Knowledge and experience in management of radiography unit, radiation safety, and radiographic quality management.
- Experience in screening chest X-ray and Health Assessment Programs an advantage.
- Knowledge and experience in radiology information systems and picture archiving and communication systems an advantage.

Language

- Fluency in English and Kiswahili is required.

Skills

- Leadership skills (desirable);
- Organizational skills;
- Analytical skills;
- Communication skills;
- Good computer skills, especially in Microsoft Excel is essential.

Required Values

Inclusion & respect for diversity

- Celebrates diversity in all its forms.
- Shows respect and sensitivity towards gender, culture, race and ethnicity, religion, sexual orientation, political conviction and other differences.
- Encourages the inclusion of all team members and stakeholders while demonstrating the ability to work constructively with people from different backgrounds and orientations.
- Promotes the benefits of diversity; values diverse points of view and demonstrates this in daily work and decision making.
- Proactively addresses any prejudice, biases, and intolerance in the workplace.
- Actively contributes to creating and maintaining a safe, harmonious, and respectful working environment free from all forms of discrimination, harassment, (including sexual harassment) and abuse of authority.

Integrity & transparency

- Upholds and promotes the United Nations Charter, IOM's Standards of Conduct and Unified Staff Regulations and Rules.
- Delivers on commitments; manages the Organization's resources honestly, reliably and sustainably.
- Embraces and encourages transparency, balancing this with the need for discretion and confidentiality as appropriate.
- Maintains impartiality and takes prompt action in cases of unprofessional or unethical behavior.
- Does not abuse one's position and acts without consideration of personal gain. Is motivated by professional rather than personal concerns.
- Respects the principle of independence and neither seeks, nor accepts, instructions from Member States.

Professionalism

- Demonstrates professional competence, mastery of subject matter and a willingness to improve knowledge and skills.
- Seeks to raise professional standards in oneself and others through daily work and activities.
- Is cognizant that taking certain courses of action may threaten the reputation of the Organization.
- Shows self-control and persistence when faced with difficult problems; remains calm in stressful situations.
- Is conscientious and efficient in meeting commitments, observing deadlines, and achieving results.
- Has a commitment to professional development.

Courage

- Does the right thing, even in particularly challenging and difficult situations.
- Shows resilience and respect in the face of adversity.
- Is decisive and versatile when faced with uncertainty and adapts quickly to change. Is prepared to take calculated risks to achieve the objectives of the Organization.
- Willing to speak up to protect others when misconduct or wrongdoing occurs.
- Is able to provide honest and constructive feedback to peers, direct reports or a supervisor.

Empathy

- Is able to stand in another person's shoes and consider a situation from another perspective, even if one doesn't agree with it.
- Supports and relates to others; actively seeks to emotionally understand what other people may be feeling.
- Is fully present when working with others, actively listening and engaging.
- Encourages collaboration through a willingness to consider multiple perspectives and opinions.

Required Competencies

Teamwork

- Establishes strong relationships with colleagues and partners; relates well to people at all levels.
- Is fully aware of the team purpose, respects and understands individual and collective responsibilities.
- Willingly puts in extra effort without being asked and adopts a hands-on approach whenever necessary to achieve team objectives.
- Coordinates own work with that of the team to meet agreed priorities and deadlines.

Delivering Results

- Produces quality results and provides quality services to Member States, donors, beneficiaries, and counterparts (clients).
- Meets goals and timelines for delivery of products or services.
- Manages time and resources efficiently, monitoring progress and making adjustments as necessary.
- Shows understanding of own role and responsibilities in relation to expected results.

Managing and Sharing Knowledge

- Keeps abreast of new developments in own field of competence and creates opportunities for knowledge management initiatives and shares knowledge and learning willingly, and proactively seeks to learn from the experiences of others.

- Puts new learning into practice and draws on diverse sources of ideas and inspiration.
- Contributes to the identification of improvements to work processes and assists in implementing them.

Accountability

- Accepts personal responsibility for quality and timeliness of work and takes ownership of all responsibilities within own role and honours commitments to others and to the Organization.
- Operates in compliance with organizational regulations and rules.
- Accepts and gives constructive criticism; acknowledges and corrects mistakes and applies lessons learned for improvement.

Communication

- Presents information using language and a sequence of ideas that is easy for recipients to understand. adapts communication to the recipient's needs, asks questions to clarify, and exhibits interest in having two-way communication.
- Encourages others to share their views, using active listening to demonstrate openness and to build understanding of different perspectives.
- Listens carefully and genuinely to the views and positions of others; acts on received information.

Required Managerial Competencies

Leadership

- Assigns responsibilities fairly and manages performance, taking account of individual strengths, workloads and interests.
- Is inclusive in decision-making and actively seeks feedback from team members and colleagues in order to identify opportunities for improvement.
- Takes sound and timely managerial decisions that are consistent with the Organization's vision and purpose.
- Establishes and maintains relationships with a broad range of stakeholders to understand needs and gain support.

Empowering others

- Delegates appropriately to make the most of other's talents, clarifying expectations and allowing autonomy in important areas while providing necessary support.
- Encourages others to take responsibility for their performance; promotes ownership, responsibility and accountability for desired results at all levels.
- Gives proper credit to others, shows appreciation and rewards achievement and effort.

Building trust

- Creates an atmosphere of trust and confidence in which others can talk and act without fear of repercussion.
- Ensures fair and equitable access to flexible working opportunities.
- Remains authentic and approachable in difficult situations.

Strategic thinking and vision

- Aligns own actions to the Organization's vision, values and mandate.
- Translates strategic direction into short and medium-term plans and objectives for own team; revises objectives to reflect changes in organizational goals.
- Identifies key issues/priorities in complex situations and how they may be related to one another.
- Clearly communicates links between the Organization's strategy and the work unit's goals.

Humility

- Shows a high level of self-awareness, admitting own weaknesses and shortcomings.
- Demonstrates openness to constructive feedback and receives it without retaliating or becoming defensive.

Other

- Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.
- Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable.

How to apply:

Interested candidates are invited to submit their application by sending a Motivation Letter and the updated CV to the email address hrnairobi@iom.int referring to this advertisement.

Closing Date: 7th July 2023

Only shortlisted applicants will be contacted.

NOTE**NO FEE:**

The International Organization for Migration (IOM) does not charge a fee at any stage of the recruitment process (application, interview meeting, process or training). IOM does not concern itself with information on applicants' bank details.

Posting period:

From 20.06.2023 to 03.07.2023