



International Organization for Migration (IOM)  
The UN Migration Agency

## **VACANCY NOTICE**

### **Open to Internal and External Candidates**

Position Title : **Senior Migration Health Nurse**  
Vacancy No. : **IOMRONBO/VN/039/2023**  
Duty Station : **Regional Office, Nairobi, Kenya**  
Classification : **General Service Staff, Grade G7**  
Type of Appointment : **One Year Fixed Term Contract (with possibility of extension)**  
Estimated Start Date : **As soon as possible**  
Closing Date : **October 18, 2023**

The International Organization for Migration (IOM) is the UN Migration Agency. With 174 member states it is committed to the principle that humane and orderly migration benefits migrants and society. Established in 1951 and now active in over 400 field locations worldwide, IOM works with partners, government and civil society to:

1. Assist in meeting the operational challenges of migration and mobility
2. Advance understanding of migration issues
3. Encourage social and economic development through migration; and
4. Uphold the human dignity and well-being of migrants and mobile populations.

IOM is committed to a diverse and inclusive environment. Internal and External candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

IOM's Regional Office for the East and Horn of Africa supports and monitors the following countries: Burundi, Djibouti, Eritrea, Ethiopia, Kenya, Rwanda, Somalia, South Sudan, Tanzania and Uganda. Through a team of specialists, the Regional Office supports the development, implementation, monitoring, reporting and evaluation of projects and initiatives undertaken by country offices and regional programmes.

#### **Context:**

Under the overall supervision of the Regional Health Assessment Programme Coordinator (RHAPC) and under the direct supervision of the mPDA Coordinator, and under the technical supervision of the Regional Nurse Coordinator, the incumbent will be responsible for duties and responsibilities related to the Medical Processing and Deployment Arrangements (mPDA) in Sub-Saharan Africa. The mPDA unit is tasked to support the RHAPC in implementing pre-

immigration medical examination activities in the region, particularly providing mobile missions and surge support to the country offices, capacity-building of medical personnel, and systematic monitoring and evaluation of the Health Assessment Programme in the region.

**Core Functions / Responsibilities:**

In particular he/she will:

1. Lead daily nursing and administrative activities of the migration health assessment in the mPDA to fulfil the technical requirements of the resettlement countries in the areas of:
  - a) Medical examinations;
  - b) Imaging;
  - c) Laboratory testing;
  - d) Vaccinations;
  - e) TB management;
  - f) Treatment and referrals;
  - g) Pre-departure procedures and medical movements;
  - h) Counselling;
  - i) Documentation, certification and information transmission;
  - j) Directly observed treatment/therapy short-course (DOTs);
  - k) Fitness-to-travel checks; and,
  - l) Other technical areas as may be required.
2. Supervise all daily nursing and administrative activities, namely:
  - a) Assign tasks to nurses and clerks;
  - b) Monitor pre-examination information sessions, counselling, history, follow up and vital signs taking; verify that nurses and medical clerks enter information into relevant databases in a timely and accurate manner, in accordance to their specific functions; and,
  - c) Facilitate and monitor implementation of fraud-prevention measures, including testing performed outside of the mPDA.
3. Contribute to the establishment and maintenance of an optimal workflow at the health assessment site by suggesting and implementing improvements to facilitate timeliness of completion of nursing and clerical tasks.
4. Verify that all migrant/refugee identity check mechanisms are well established and followed.
5. Implement quality assurance and quality control measures for nursing and clerical activities; participate in writing SOPs, instructions and staff performance evaluations checklist.
6. In coordination with Regional Migration Health Nurse, develop and deliver training programs for nursing staff to enhance their skill and knowledge in performing nursing activities and fulfilling technical requirements.
7. Verify that SOP's, checklists and standard universal precautions within mPDA are followed.
8. Check that the mPDA pharmacy, stock, medical kits and emergency kits within the mPDA and for medical escorts if applicable are well maintained according to guidelines and SOP's.
9. Coordinate, follow-up and verify procurement for mPDA – including purchase orders, payment requests and invoices.
10. Stay up to date with guidelines, best practice of nursing in health assessment program. Promote opportunities for staff to attend conferences or seminars and encourage knowledge sharing among the nursing team.
11. Coordinate the planning and execution of mobile missions. Monitor and evaluate the performance of staff during mobile mission and address any identified gaps of improvement to their supervisor.

12. Coordinate, and perform if needed, the medical escort duties when required to ensure migrants receive continued care throughout all phases of migration (before departure, during the journey and at the final destination).
13. Gather and analyze statistical information, training program reports or evaluations, performance monitoring to identify areas for improvement, and share with the Mobile Team Coordinator and Regional Migration Health Nurse.
14. Coordinate with the mPDA team, the Migrant Health Assessment Centre and IOM country mission, when needed.
15. Participate in the planning and preparation of the mobile missions and training sessions when required.
16. Maintain collaborative relationships with various partners to facilitate the follow up and relevant information sharing. Partners include internal IOM departments, other health providers, panel physicians, Embassies other UN agencies or NGO's and others as applicable.
17. May have responsibility for direct supervision of a designated team.
18. Travel as needed.
19. Perform other duties as may be assigned.

### ***Required Qualifications and Experience***

#### **Education**

- Bachelor's degree in nursing from an accredited academic institution required
- Master's degree or higher from an accredited academic institution is advantageous
- A valid license to practice nursing in the country of duty station.

#### **Experience**

- For Bachelor's Degree holder a minimum of five years of relevant clinical experience with at least two years in a supervisory role
- Excellent technical skills, including in phlebotomy.
- Training or working experience in the areas of Tuberculosis management, mass immunizations, communicable diseases, laboratory testing or public health is an advantage.
- Knowledge of and experience in clinical nursing.
- Managerial experience is desirable.
- Knowledge of principles of preventive care and disease control.
- Knowledge of and experience in implementation of patient safety and infection prevention and control.
- Computer literacy required: MS Office suite (Word, Excel, Access)

#### **Skills**

- Leadership skills
- Organizational skills
- Communication skill

#### **Languages**

Fluency in both written and spoken English and Kiswahili is required.  
Knowledge of French is an advantage.

#### ***Required Competencies***

The incumbent is expected to demonstrate the following values and competencies:

**Values** - all IOM staff members must abide by and demonstrate these three values:

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

**Core Competencies** – behavioural indicators *level 2*

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

**Managerial Competencies** - behavioural indicators *level 2*

- Leadership: Provides a clear sense of direction, leads by example and demonstrates the ability to carry out the Organization's vision. Assists others to realize and develop their leadership and professional potential.
- Empowering others: Creates an enabling environment where staff can contribute their best and develop their potential.
- Building Trust: Promotes shared values and creates an atmosphere of trust and honesty.
- Strategic thinking and vision: Works strategically to realize the Organization's goals and communicates a clear strategic direction.
- Humility: Leads with humility and shows openness to acknowledging own shortcomings.

#### **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:**

Submit cover letter indicating the Position Title & Vacancy Notice Number (**Senior Migration Health Nurse-IOMRONBO/VN/039/2023**), and CV with telephone and e-mail contacts including 3 Referees (Supervisors) to: IOM, RO Human Resources Department, via e-mail to [ronairobihdrec@iom.int](mailto:ronairobihdrec@iom.int)

**Closing Date: 18 October 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: **11.10.2023** to **18.10.2023**