



International Organization for Migration (IOM)
The UN Migration Agency

VACANCY NOTICE

Open to Internal and External Candidates

Position Title : **Senior Migration Health Physician**
Vacancy No. : **IOMRONBO/VN/041/2023**
Duty Station : **Regional Office, Nairobi, Kenya**
Classification : **National Officer, Grade NOC**
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 Regional Mobile Team Coordinator (mPDA), and in coordination with the Global mPDA 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:

Health Assessment Portfolio

1. In coordination with the Mobile Team Coordinator organize and supervise regional mPDA' s migration health assessment process to fulfil the technical requirements of the resettlement countries in the areas of:
 - Medical examinations;
 - Imaging;
 - Laboratory testing;
 - Vaccinations;
 - TB management;
 - Treatment and referrals;
 - Pre-departure procedures and medical movements;
 - Documentation, certification and information transmission; and,
 - Other technical areas as may be required.
2. In collaboration with the Mobile Team Coordinator, plan, execute, and monitor the mobile missions, particularly:
 - a) Monitor the pipeline of health assessment requests from the RSC, Embassies and other entities and provide timely calls for the deployment of the mobile missions.
 - b) In coordination with the relevant IOM colleagues, IOM Affiliated Panel Physicians (IAPP) and external partners, develop the mobile mission's plan and share required notifications and communications on time.
 - c) Supervise the preparation of documents, medical files, medical equipment, and logistics for mobile missions.
3. Conduct paediatric health assessment for refugees and migrants, including review of medical history, physical examination, evaluation of Chest X-ray (CXR) and review of the lab results in accordance with the technical guidelines of the resettlement countries.
4. Maintain the infrastructure and equipment of the mPDA team so that they meet the professional standards of quality and safety and are sufficient and adequate for provision of the services.
5. Coordinate, with the Mobile Team Coordinator, CMHOs, Country Offices, and various IOM units, human resources and MHAC organizational structure needs to ensure sufficient and adequate planned levels of health assessments and that staff has necessary qualifications and skills.
6. Contribute to the network of external human resources, such as consultants, IAPPs, and medical escorts, to support health assessment process, travel assistance and capacity building.
7. Ensure that the Mobile Team Coordinator is informed about the mPDA' s health activities and that the IOM medical facilities and staff have obtained approval to provide health assessments and related services in various countries across the region.
8. Contribute to and maintain efficient, client-centered procedures while ensuring a high level of integrity at all stages of the Health Assessments process during the mobile missions and in the MHAC's, including client information and appointment system, payment, registration, pre- and post-test counselling, examination, testing, treatment and referrals, submission of health assessment results, pre-departure and other procedures. Establish a system enabling clients to provide feedback during the mobile missions.
9. Contribute to and maintain a system of quality improvement during the mobile missions. Undertake regular quality control activities on a regional level, including supervisory visits to the MHACs, practice observation, desk audits and use of self-assessment tools. Use data analysis and web reporting system to monitor

performance indicators. Ensure implementation of the global IOM Standard Operating Procedures (SOPs); create and implement the mPDA specific SOPs for each service area. Ensure proper reporting and management of incidents according to the Guidance Note for Incident Management.

10. Collaborate with the Mobile Team Coordinator to incorporate additional public health interventions in the HAP context. Interventions may include surveillance for communicable diseases, outbreak preparedness and response, health education and health promotion, public health services for host communities, liaison with public health institutions and other activities.
11. Supervise health- and non-health staff as well as external consultants involved in the health assessment process; ensure that performance evaluations for health staff are completed in a timely manner. Ensure that all staff in the mPDA team are aware of the IOM Standards of Conduct under Article 42, and continuously reinforce these standards. Inform in due time the RHAPC and the IOM Office of Ethics and conduct of any issues regarding staff misconduct.
12. Establish the regional staff development strategy in coordination with the Mobile Team Coordinator, ensure that the appropriate plan is implemented. Within that plan, apart from attendance to external educational events, initiate, contribute to the organization and delivery of various professional in-house trainings.
13. Liaise with external service providers to negotiate agreements in coordination with Resources Management Officer (RMO). Exercise quality control over outsourced services and take corrective measures if necessary.
14. Maintain confidentiality and security of migration health data in accordance with the IOM Data Protection Principles.
15. Organize systematic collection, processing and analyses of migration health data according to guidelines established by the Mobile Team Coordinator. Ensure data quality. Provide periodic, as well as ad-hoc reporting to the Mobile Team Coordinator for migration health activities.
16. Oversee the financial aspects of the mPDA in close coordination with the regional finance team: supervise budget preparation suggest adjustments and cost-effective solutions and review financial reports.
17. Provide oversight and coordinate the procurement of medical equipment, vaccines, medications and other medical supplies in coordination with the Mobile Team Coordinator and the regional finance unit.

Other health activities

18. Facilitate the integration of health assessment activities into the overall migration related programming of the Regional Health Assessment programme through close collaboration with the various units at the regional level.
19. Advise IOM colleagues on the link between the Health Assessment Programme with the two other core MHD programme areas - Health Promotion and Assistance to Migrants and Migration Health Assistance to Crisis-Affected Populations.
20. Travel as needed.
21. Perform such other duties as may be assigned by the direct supervisor.

Required Qualifications and Experience

Education

- University degree in Medicine from an accredited academic institution with preferred specializations: internal medicine and its subspecialties, paediatrics, anaesthesiology, emergency medicine, family medicine, obstetrics and gynaecology; and minimum of seven (7) years of relevant professional experience of which at least three (3) years managerial responsibilities,
OR
- University degree in Medicine from an accredited academic institution with preferred specializations: internal medicine and its subspecialties, paediatrics, anaesthesiology, emergency medicine, family

medicine, obstetrics and gynaecology plus Master's Degree in Community or Public Health, Medical Specialization in Infectious Diseases, Tropical Medicine or other related fields from an accredited academic institution with five (5) years of relevant professional experience of which at least three (3) years managerial responsibilities.

Experience

- Professional continuous clinical experience, preferably in a multidisciplinary hospital setting or at IOM/similar international clinic context;
- Experience in Migration Health Assessments;
- Demonstrated progressive experience in health programme management;
- Experience in project development, management and report writing;
- Proven abilities to establish partnerships with government institutions, health institutions and other partners;
- Knowledge of public health;
- Demonstrable knowledge of patient safety and infection prevention and control;
- Experience in migration health emergency response is an asset

Skills

- Effective managerial and leadership skills.
- Organizational skills.
- Communications skill
- Good computer skills, especially in Microsoft Excel is essential

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 Physician-IOMRONBO/VN/041/2023**), 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

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**