



International Organization for Migration (IOM)
The UN Migration Agency

VACANCY NOTICE

Open to Internal and External Candidates

Position Title	: National Radiology Officer (2 positions)
Vacancy No.	: IOMRONBO/VN/048/2023
Duty Station	: Regional Office, Nairobi, Kenya
Classification	: National Officers, Grade NO-C
Type of Appointment	: One Year Fixed Term Contract (with possibility of extension)
Estimated Start Date	: As soon as possible
Closing Date	: November 15, 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 Radiology Coordinator the incumbent will be responsible for overseeing and guiding the radiology primary services in the region, managing the x-ray units in Kenya, and performing reporting of chest radiographs of Migrants and Refugees from IOM Migration Health Department's field operations from

different parts of the region under the different health assessment programmes with Quality Assurance/Quality Control and also Administrative roles:

Core Functions / Responsibilities:

In particular he/she will:

1. Supervise the works of radiographers, and radiology support staff in the x-ray units in Kenya, oversee and guide the radiology services in region of Africa and ensure smooth workflow and quality of radiology services.
2. Coordination and communication with the head of the mobile and data processing center in regard to radiology related mobile mission requirements and provide support.
3. Liaise with IOM partners from CDC, Health from Australian and the Canadian health department in regard on radiology related matters, in coordination with the Global tele radiology coordinator.
4. Review and correctly interpret the digital screening chest X-rays (CXRs) using the tele-radiology systems. Identify radiological signs of TB and other incidental findings in accordance with the technical guidelines of the resettlement countries. Compare the current with previous CXR findings and document the change, for cases with follow-up radiographs.
5. Assess quality of chest radiographs to meet optimal diagnostic criteria and the required standards. Request for repeat CXR when the CXR is suboptimal and for additional view when needed. Recommend for further imaging by documenting in the system when needed.
6. Submit the CXR reports to eMedical websites for Canada and Australia cases. Use UKTB global website for reporting cases under UKTB programme in Kenya and the region.
7. Coordinate with and guide the radiographers and the medical clerks on the different country operations X-ray units from the region for optimizing the CXR quality, timely eMedical completion, and delivery of the reports.
8. Provide consultation when the CXR is read by the consultant radiologists and when they have queries during primary reading service, and provide regular internal monitoring of the CXR readings, through double reading of sample of CXRs already read by the consultant primary radiologists and provide regular feedback and advice to maintain the quality of the CXR readings.
9. Review the queries and feedback from Panel physicians on the CXR reports in Kenya and the region. discuss and explain the findings of the CXR images, and if correction is needed revise the reports accordingly.
10. In coordination with the Global Radiology Coordinator, in Manila, get second opinion for clarifying suspicious CXR findings, for addressing any service process concerns in the unit and any related issues

11. Ensure that the radiological reporting process is fraudless. Participate in internal and external image quality and CXR reports quality control (QC) and quality assurance (QA) measures.
12. Provide second opinion confirmatory for CXR reading requests coming from different IOM field operations in the region when needed. And Participate in the process of the IOM global Teleradiology QC control CXR reading and analysis as needed.
13. Prepare radiological quarterly/yearly reports, and other reports produced by the Center for Africa region.
14. Conduct radiology training, image viewing sessions and feedback to consultant radiologists, panel physicians and radiographers in the Center and to the missions in the region to maintain the quality of the radiology service and staff capacity building.
15. Prepare radiology standard operating procedures (SOP) and training materials, coordinate with the IOM Global radiology coordinator in Manila, for any radiology assistant needed and for new advisors from the global Center.
16. Arrange and make sure back up radiologist is available for the service when going on leave. When needed, assist in establishing and training backup local radiologists.
17. Perform other related tasks as may be assigned

Required Qualifications and Experience

Education

- Master's degree in Medicine from an accredited academic institution and postgraduate degree in Radiology with five years of relevant professional experience; or Bachelor's Degree in Medicine and post graduate degree in Radiology with seven years of relevant professional experience.
- **Board registration certificate is obligatory and a must.**
- Must have a valid Specialist Recognition Certificate from the Kenya Medical Practitioners and Dentists Council.
- Must have a valid annual retention certificate from the Kenya Medical Practitioners and Dentists Council.

Experience

- Kenyan Citizen.
- Experience in Radiology; especially chest radiology required.
- Thorough knowledge of the natural history, radiological and clinical presentation of tuberculosis.
- Experience use of different Microsoft office programs required.
- Experience in interpretation of screening CXR an advantage
- Experience in staff administration and management.
- Experience in data analysis and management.
- Previous experience in doing CXR reporting for different resettlement countries an advantage for the USRAP, Australia, Canada and the UK detection for TB, with a minimum of 5 years.
- Experience in quality radiology assurance services and in writing guidelines and training materials an advantage.

Skills

- Proficient in a Microsoft Office environment, including extensive use of Microsoft Excel Word, PowerPoint and comfortable with learning new software and project reporting tools.
- Advanced analytical and critical thinking skill.

Languages

Required: For all applicants, fluency in English and Kiswahili is required (oral and written). Working knowledge of French; and/or any other UN Official language is advantageous.

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.
- 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.
- Courage: Demonstrates willingness to take a stand on issues of importance.
- Empathy: Shows compassion for others, makes people feel safe, respected and fairly treated.

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 actions 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 (**National Radiology Officer - IOMRONBO/VN/048/2023**), and CV with telephone and e-mail contacts including 3 Referees (Supervisors) to: IOM, RO Human Resources Department, via e-mail to ronairobihrdrec@iom.int

Closing Date: 15 November 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: **25.10.2023** to **15.11.2023**