



International Organization for Migration (IOM)

The UN Migration Agency

## VACANCY NOTICE

### Open to Internal and External Candidates

Position Title : **Psychiatrist**  
VN No : **IOMKCO/VN/026/2024**  
Duty Station : **Nairobi, Kenya**  
Classification : **General Service Staff, Grade NO-B**  
Type of Appointment : **One Year Fixed Term, with possibility of extension**  
Estimated Start Date : **As soon as possible**

Closing Date : **01 August 2024**

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. Internal and External candidates are eligible to apply to this vacancy.

#### **Context:**

Under the overall supervision of the Chief Migration Health Officer (CMHO) and the direct supervision of the Regional Mental Health Focal Point (RMHFP) for the technical matters and Chief Migration Health Officer (CMHO), on the administrative matters, the successful candidate will be responsible for carrying out the following duties and responsibilities at the Migration Health Assessment Centre (MHAC) in Nairobi, Kenya.

#### **Core Functions / Responsibilities:**

1. Coordinate efficient daily operations of the Mental Health Unit at the Migration Health Assessment Center (MHAC), Nairobi, in close coordination with the Chief Migration Health Officer (CMHO) and RMHFP.
2. Ensure proper identification of migrants and refugees during the mental health evaluation and record all relevant health information in standard forms, ensuring completeness and accuracy of the recorded information.
3. Perform psychiatric evaluations of the referral made by panel Physician during Pre-Migration Health activities and provide recommendations on the appropriate management of applicants, their fitness to travel, and any travel needs they may have. Subsequently to provide detailed psychiatric evaluation reports based on DSM-5 criteria, in a timely manner.
4. Provide counseling, referral to specialists, and follow-up of cases with Mental Health, Neurological and substance use disorders and provide input on technical and medical inquiries related to Mental health and substance use screening, diagnosis, classification, and management in the context of Migration Health Assessment.
5. Coordinate with the RMHFP and CMHO on a significant issue related to MH screening.

6. Follow the Centers for Disease Control (CDC) guidelines strictly regarding classifications of detected cases from the US-bound migrant and refugees.
7. Contribute to and maintain a system of quality improvement for the MH service area within the MHAC. Undertake quality control activities on a regular basis, including 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) and implement Nairobi, Kenya-specific SOPs for MH. Ensure proper reporting and management of incidents according to the Guidance Note for Incident Management.
8. Organize systematic collection, processing, and analyses of MH migration data according to guidelines established by the CMHO. Ensure data quality. Provide periodic, as well as ad-hoc reporting to the CMHO on Migration Health activities.
9. Ensure that all data related to health assessment programmes is appropriately entered to Migrant Management Operational System Application (MiMOSA) and other related databases.
10. Organize Mental Health capacity-building activities/ training for clinical IOM staff as well as IOM non-medical staff who work directly with migrants. Therefore, train MHD and non MHD staff on the identification of migrants with possible Mental Health conditions.
11. Perform such other duties as may be assigned by the Supervisor.

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

#### **Education**

- University Degree in Medicine with post-graduation in Psychiatry from an accredited academic institution with four years of relevant experience.

#### **Experience**

- Minimum of four (4) years, post-graduation, (post internship in countries with mandatory internship programs) continuous clinical experience, preferably in a multidisciplinary hospital setting. The last clinical posting should be within the last five years; and,
- Valid license to practice within Kenya is mandatory.

#### **Languages**

- Fluency in both written and spoken English and Kiswahili.
- Knowledge of Somali language is desirable.

### ***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**

- Fosters a sense of team spirit by developing a shared understanding, accountability and enthusiasm for the team's work.
- Displays a high level of cultural awareness, sensitivity to different ways of working and leverages individual strengths in order to build a better team.
- Shares credit for team accomplishments and ensures that the contribution of others is recognized.
- Helps create a positive team spirit, putting aside personal considerations to help the team achieve its goals.

### **Delivering Results**

- Produces high-quality results and workable solutions that meet clients' needs.
- Anticipates constraints, identifies solutions and takes responsibility for addressing critical situations.
- Monitors own and others' work in a systematic and effective way, ensuring required resources and outputs.
- Aligns projects with Organization's mission and objectives and demonstrates a good understanding of the impact of team's and own work on external and internal counterparts.

### **Managing and Sharing Knowledge**

- Disseminates and shares knowledge openly and actively contributes to knowledge/network communities for topics relevant to area of expertise.
- Encourages knowledge sharing across units/departments and ensures that knowledge as captured, recorded and disseminated appropriately.
- Builds networks for the effective communication and exchange of knowledge and ideas and puts others into contact with various sources of knowledge.
- Contributes to an environment that is conducive to innovation and learning.

### **Accountability**

- Proactively seeks responsibility in delivering towards the goals of the organization.
- Plans and organizes work with a clear and deliberate focus, ensuring commitments are easily identified and progress is widely communicated.
- Stands by the actions of team or department, publicly accepting ownership.
- Takes responsibility for own shortcomings and those of the work unit, where applicable.

### **Communication**

- Speaks and writes clearly and effectively.
- Seeks to share information with others, with due respect for diversity and confidentiality of specific sensitive information.
- Listens and seeks to understand without bias and responds appropriately.
- Shares information and keeps others up to date; actively seeks others' views and ideas and respects their contribution.
- Tailors communication style to suit audience

### ***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.
- Leads with compassion.

***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 [hnrairobi@iom.int](mailto:hnrairobi@iom.int) referring to this advertisement.

**Closing Date: 1<sup>st</sup> August 2024**

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 18.07.2024 to 01.08.2024**