



International Organization for Migration (IOM)
The UN Migration Agency

VACANCY NOTICE

Open to Internal and External Candidates

Position Title : **Senior Migration Health Nurse**
VN No : **IOMKCO/VN/012/2024**
Duty Station : **Dadaab, Kenya**
Classification : **General Service Staff, Grade G7**
Type of Appointment : **One Year Fixed Term, with possibility of extension**
Estimated Start Date : **As soon as possible**

Closing Date : **10th March 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:

The International Organization for Migration (IOM) is committed to the principle that humane and orderly migration benefits migrants and society. IOM, Migration Health Assessment Center (MHAC) in Nairobi provides pre-migration health activities for migrants and refugees. Under the overall supervision of the Head of Sub-Office (HSO) and the direct supervision of the Migration Health Physician (MHP) and technical supervision of Chief Migration Health Nurse (CHN), the successful candidate will be responsible for carrying out the following duties and responsibilities in relation to the Migration Health Assessment Centre (MHAC) in Dadaab, Kenya.

Core Functions / Responsibilities:

1. Lead daily nursing and administrative activities of the migration health assessment in the Migration Health Assessment Centre (MHAC) 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 with their specific functions; and,
- c) Facilitate and monitor implementation of fraud-prevention measures, including testing performed outside of the MHAC.

- 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 and instructions as well as staff training.
- 6. Verify that SOP's, checklists and standard universal precautions within MHAC are followed.
- 7. Check that the MHAC pharmacy, stock, medical kits and emergency kits within the MHAC and for medical escorts if applicable are well maintained according to guidelines and SOP's.
- 8. Coordinate, follow up and verify procurement for MHAC – including purchase orders, payment requests and invoices.
- 9. Gather and analyze administrative reports and program updates as necessary; report any inconsistencies or issues to the N+1 (CMHO or chief nurse).
- 10. Coordinate the planning and execution of mobile missions if applicable.
- 11. 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).
- 12. Gather and analyze statistical information and share with the Chief Migration Health Nurse or CMHO as per pre-set and agreed upon format.
- 13. 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.
- 14. May have responsibility for direct supervision of a designated team.
- 15. 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 four 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).

Languages

- Fluency in both written and spoken English and Kiswahili.
- Working knowledge of Somali is an advantage.

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 behaviour.
- 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 of 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.

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 and building trust

- Delegates appropriately to make the most of others 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.
- Creates an atmosphere of trust and confidence in which others can talk and act without fear of repercussion.
- Gives proper credit to others, shows appreciation and rewards achievement and effort.

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.

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 referring to this advertisement.

Closing Date: 10th March 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 26.02.2024 to 10.03.2024