



Position Title : **Migration Health Physician Consultant - (National)**

Duty Station : **Kassala, Sudan**

Classification : **Consultant, Grade OTHE**

Type of Appointment: **Consultancy**

Estimated Start Date: **As soon as possible**

Closing Date: **10 October 2023**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, 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.

Context:

Background and rationale:

Established in 1951, the International Organization for Migration (IOM) is the UN Migration Agency, leading diverse Programmes in the field of migration. IOM strives to protect migrant workers and to optimize the benefits of labour migration for both the country of origin and destination as well as for the migrants themselves. Through its global network of more than 400 offices, IOM is able to bring together governments, civil society and the private sector to establish labour migration Programmes and mechanisms that balance their various interests, and address migrants' needs. The IOM approach to international labour migration is to foster the synergies between labour migration and development, and to promote legal avenues of labour migration as an alternative to irregular migration. Moreover, IOM aims to facilitate the development of policies and Programmes that are in the interest of migrants and society, providing effective protection and assistance to labour migrants and their families.

IOM has been supporting the Ministry of Labour and Administrative Reforms (MoL) since 2017 in strengthening the labour migration governance in Sudan. IOM provided technical support to the Ministry in drafting the first labour migration policy and action plan for Sudan to ensure the protection of the Sudanese labour migrants abroad and labour migrants in Sudan throughout their migration cycle. In line with that, IOM has been supporting the Ministry in strengthening the ethical recruitment practices through the International Recruitment Integrity System (IRIS) training to recruitment agencies and officials of the MoL to inform them on the IRIS standards and international labour standards to make sure that migrant workers are protected from being exploited or become Victims of Trafficking (VoTs) throughout the recruitment process and in Countries of Destination (CoDs). Moreover, the IRIS workshop generated discussion on existing laws in Sudan and the reality on enforcement of labour laws and regulations and how recruitment agencies and MoL should come together to address the challenges. As a follow up action, IOM conducted a round table discussion bringing recruitment agencies and MoL together to discuss the pressing challenges and how these can be addressed to ensure the best practices of the recruitment of the labour migrants from and to Sudan. Through the joint dialogue, the lack of standardized contract with details required for the labour migrants was identified as one of the issues that needs immediate attention, so migrant workers are aware of their dues, responsibilities and rights. Against this backdrop, IOM aims to enhance the protection of the Sudanese labour migrants and labour migrants to Sudan by providing rights-based standard contract for Sudanese migrants and foreign migrants to Sudan.

IOM is seeking to hire an National consultant to develop a standardized contract for the Ministry of Labour to follow when recruiting labour migrants to Sudan or when negotiating BLAs with CoD as a model work contract which is to be used by employers in main CoD.

Core Functions / Responsibilities:

Under the direct supervision of the Chief Migration Health Officer, the successful candidate will be responsible for carrying out the following duties and responsibilities in relation to the Migration Health Assessment Centre (MHAC) in Sudan, the Consultant will perform the following tasks:

1. Performing migration health assessment and completing related medical documentation of refugees and migrants to fulfil the technical requirements of the resettlement countries and IOM Migration Health Assessment Guidelines 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) Documentation, certification and information transmission; and,
 - i) Other technical areas as may be required
2. Ensure proper identification and registration of refugees and migrants during the migration health assessment and record all relevant health information in standard forms; ensuring completeness and accuracy of the recorded information, including appropriate monitoring and storage of all biodata under strict confidentiality code of conduct.
3. Providing technical guidance to IOM medical staff in IOM Sudan to ensure that the following activities are performed in accordance with the technical requirements of the resettlement countries:
 - a) Medical treatment and follow up programs
 - b) Data Processing and management
 - c) Pre-embarkation medical examination of departing refugees.
4. Perform treatment for TB and sexually transmitted infections and provide support to the HIV and counselling activities. Oversee and coordinate the management of TB cases to ensure effective TB treatment.
5. Oversee and coordinate accurate and effective provision of immunization and presumptive treatment programmes in full compliance with the technical guidelines and protocols of the resettlement countries. Assist CMHO in monitoring, supervising and educating all staff in the delivery of these programmes.
6. Contribute to and maintain a system of quality improvement for each 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.
7. Ensure implementation of the global IOM Standard Operating Procedures (SOPs); create and implement CITY MHAC specific SOPs for each service area. Ensure proper reporting and management of incidents according to the Guidance Note for Incident Management.
8. Assisting in the preparation, design, analysis and implementation of research activities related to migration health, tuberculosis and sexually transmitted diseases. Ensure data quality. Provide periodic, as well as ad-hoc reporting to the CMHO for Migration Health activities. Contributing to the analysis and technical elaboration of data gathered from the migration health assessment.
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. Oversee the financial aspects of the MHAC in close coordination with the mission's finance staff: supervise budget preparation, suggest adjustments and cost-effective solutions, and review financial reports.
11. Provide oversight and coordinate the procurement of medical equipment, vaccines, medications and other medical supplies in coordination with the CMHO and the Resource Management Unit.
12. Coordinating with the local/national health authorities, physicians, hospitals and laboratories, as needed.

13. Assisting in developing potential health and migration projects/programmes for the mission and support other health programs as required.

Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

1. University Degree in Medicine and Surgery from an accredited academic institution with at least four years of professional work experience.
2. Valid license to practice medicine in Sudan with valid license renewal.

Experience

1. At least four years of clinical experience post-internship, preferably in a multidisciplinary busy hospital setting.
2. Experience or demonstrated knowledge in migration health/travel medicine, migration medical assessments, epidemiology and/or international public health.
3. Training and experience in Pediatrics, Internal Medicine or Infectious Diseases or emergency medicine is an advantage. Current BLS and ACLS or equivalent certification is an added advantage.
4. Experience of working with international humanitarian organizations, in a multi-cultural setting is an advantage.
5. Ability and willingness to work in difficult areas/situations.
6. Gender sensitivity and respect for cultural diversity

Skills:

- Proficiency in computer skills, especially in MS Office products (Excel, Outlook, Word etc).
- Attention to detail and accuracy in handling and reporting data

Languages

- Fluency in oral and written English, good written, verbal and oral communication skills
- Working Knowledge of Arabic is required.
- Knowledge of other UN languages are an advantage.

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**: maintain 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 – behavioral indicators level 3

- **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 – behavioral indicators level 3

- **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 potential.
- **Empowering others & building trust** creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- **Strategic thinking and vision:** work strategically to realize the Organization’s goals and communicates a clear strategic direction.

Other:

APPLICATION PROCESS

The interested applicant is invited to submit to IOM Sudan specific documents as stated below:

- An updated CV, overview of previous employment undertaken and contact details, accompanied by a coverletter detailing the applicant’s motivation.
- The appointment is subject to funding confirmation.
- Appointment will be subject to certification that the candidate is medically fit for appointment.
- No late applications will be accepted.

Other:

- IOM has zero tolerance with discrimination and does not discriminate to HIV/AIDS status.
- This position is open to National ONLY.
- **Vacancy close at 23:59 local time Khartoum, Sudan on the respective closing date. No late applications will be accepted.**

How to apply:

- Interested candidates are invited to submit their applications via email: sudancareer@iom.int, by 09 October 2023, referring to this advertisement.
- In order for an application to be considered valid, IOM only accepts online profiles duly completed. Only shortlisted candidates will be contacted.

Posting period:

[From 04 October 2023 -10 October 2023](#)

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview processing, training, or other fee). IOM does not request any information related to bank account.