

GENERIC POST DESCRIPTION

SECTION 1

Position Information

VN	IOM/KSU/021/2024
Position Title	Senior Migration Health Nurse- 1 position
Position Grade	G.6
Duty Station	Kasulu, Tanzania,UnitedRepublic Of
Position Number	To be created
Job Family	Migration Health
Organizational Unit	MHD Unit - Sub Unit, (1) Pre-Departure Medical Screening (PDMS)
Is this a Regional, HQ, MAC, PAC, Liaison Office, or a Country Office based position?	Country Office
Position rated on	25 April 2023
Reports directly to	Migration Health Nurse Officer
Number of Direct Reports	1-5

SECTION 2

Organizational Context and Scope

IOM, 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.

Under the overall supervision of the Chief Migration Health Officer (CMHO) and the direct supervision of the Migration Health Nurse Officer, the successful candidate will be responsible for the following duties and responsibilities in relation to the Migration Health Assessment Centre (MHAC)-Transit Centre in Kasulu Tanzania.

SECTION 3

Responsibilities and Accountabilities

1. Assist in the coordination of daily nursing activities in the Migration Health Assessment Clinic (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. Documentation, certification and information transmission; and,
 - i. Other technical areas as may be required.
2. Provide health education and counselling to the migrants and/or refugee in relation to:
 - The migration health assessment process; and,
 - Treatments and referrals.
 - Pre and/or post counselling on TB or HIV education, prevention, and management as appropriate
 - Pre-departure evaluation
3. Assist CMHO and Migration Health Nurse Officer in the development of information, health education materials
4. Ensure implementation of a proper identification procedure for all migrants and/or refugees in relation to health assessment process
5. Ensure implementation of Health Assessment Programme's check lists and SOP's, assist CMHO, Migration Health Nurse Officer to monitor standard universal precautions within MHAC.
6. Participate in quality improvement and quality assurance procedures for nursing activities, contribute to review and update SOPs.
7. Verify the MHAC pharmacy stock, analyze the data, and follow up on preparation of medical kits and emergency kits within the MHAC and for medical escorts followed the guideline if applicable.
8. Create schedules, rotations and assign tasks to nurses, maintaining workflow, conduct assessment and providing feedback to Migration Health Nurse Officer for improvement.
9. Facilitate in administrative reports preparation and program updates as necessary.
10. Contribute to the planning and execution of mobile missions if applicable.
11. Verify the pre-departure documents and assist in the preparations as necessary.
12. Perform 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).
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. Collect statistical information and share with the CMHO as per preset and agreed upon format.
15. Perform other duties as may be assigned.

SECTION 4

Required Qualifications and Experience

EDUCATION

- Bachelor's degree in Nursing from an accredited academic institution with four years of professional work experience.
- 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

- 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)

SKILLS

- Leadership skills
- Organizational skills
- Communication skills

SECTION 5

Languages

REQUIRED

For all applicants, fluency in English and Kiswahili is required (oral and written).

DESIRABLE

Working knowledge of French and/or Spanish is an advantage.

SECTION 6

Competencies¹

The incumbent is expected to demonstrate the following values and competencies:

VALUES - All IOM staff members must abide by and demonstrate these five 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:

The UN system in Tanzania provides a work environment that reflects the values of gender equality, teamwork, diversity, integrity, a healthy balance of work and life and equal opportunities for all, including persons with disability.

Female candidates and qualified persons with disabilities are encouraged to apply for UN vacancies and are protected from discrimination during all stages of employment.

¹ Competencies and respective levels should be drawn from the Competency Framework of the Organization.

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 accounts.

HOW TO APPLY:

Interested candidates should fill in the PH form, submit CV's and cover letter indicating Vacancy Number with 3 professional references and contacts to email address: tzvacancy@iom.int

The vacancy is open for both internal and External candidates Tanzanian national only.

Only e-mail applications will be considered.

For further information, please refer to: <https://tanzania.iom.int/careers>

Posting period: From 26th March 2024 – 08th April 2024