

GENERIC POST DESCRIPTION

SECTION 1

Position Information

VN	IOM/KSU/005/2024
Position Title	Laboratory Technologist-2 Positions
Position Grade	G-5
Duty Station	Kasulu/Makere, Tanzania United Republic Of
Duration	1 Year Fixed-Term Contract with possibility of extension
Position Number	N/A
Job Family	Migration Health Division
Organizational Unit	10004599
Is this a Regional, HQ, MAC, PAC, Liaison Office, or a Country Office based position?	Country Office
Position rated on	N/A
Reports directly to	Laboratory Administrator
Overall Supervised by	Chief Migration Health Officer

SECTION 2

Organizational Context and Scope

Under the overall supervision of the Chief Migration Health Officer (CMHO) and the direct supervision of the Laboratory Administrator, the successful candidate will be responsible for technical support to laboratory services with respect to Migration Health Assessments (HAP) and other programmes implemented by the IOM Migration Health Division in Kasulu/Makere, Tanzania

SECTION 3

Responsibilities and Accountabilities

1. Perform laboratory procedures as assigned by the laboratory supervisor for pre-examination, examination, and post-examination activities through the use of the standard relevant equipment.
2. Contribute to the implementation of laboratory quality management systems under the guidance of the laboratory supervisor. Take on the focal point role for one or more quality system essentials (QSE) as requested by the laboratory supervisor.
3. Ensure standards and the quality of laboratory procedures by strictly following the Standard Operating Procedures (SOPs).
4. Adhere to biosafety measures adopted in the laboratory, being responsible for the safety of oneself and others.
5. Organize and operate activities on assigned station for accurate, efficient and timely delivery of results.
6. Perform quality control and quality assurance activities for assigned stations and document results as required.
7. Facilitate laboratory equipment maintenance to ensure these are in good working order and operate equipment appropriately following SOPs.
8. Facilitate laboratory stock management and monitor that the equipment and consumables are sufficient for the anticipated work.
9. Alert the laboratory supervisor to any problems related to operations, including equipment, stock management and biosafety.
10. Facilitate maintenance of established systems of organized record keeping and information management for timely delivery of results, data collection, analysis and reporting for laboratory monitoring and facilitation of operational research.
11. Develop and/or update SOPs in coordination with the laboratory supervisor.
12. Participate in the improvement of the service system according to the adopted work plan in the laboratory.
13. Manage and meet client expectations by prioritising interests and providing services with guiding principles of patients' dignity, beneficence and non-maleficence in courteous manner.
14. Ensures compliance with IOM instruction INS 278 and undertakes all designated mandatory trainings.
15. Perform such other duties as may be assigned.

SECTION 4

Required Qualifications and Experience

EDUCATION

- Bachelor's degree or Diploma from an accredited academic institution in Medical (Clinical) Laboratory Sciences, Microbiology or a related discipline in countries where the scope of responsibilities are fulfilled according to national regulations.
- A valid license to practice, if applicable

EXPERIENCE

- Three years for Bachelor's degree holder and five years for diploma holders of relevant clinical laboratory experience in a busy institution, preferably in a laboratory;
- Relevant technical knowledge and practices to personnel and laboratory operations;
- Knowledge and experience in clinical laboratory techniques;
- Knowledge of laboratory quality management systems;
- Knowledge of the principles and practices laboratory biosafety;
- Computer literate with understanding of accurate data collection and analysis for monitoring and continuous improvement of laboratory services and performances; and,
- Good awareness of the laboratory role in health systems, optional use of resources for quality and efficient services delivery.

SKILLS

- Effectively applies and transfers relevant technical knowledge and practices to personnel and laboratory operations
- 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 - Behavioral indicators – Level I

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.

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.

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 16th January 2024 – 29th January 2024