



SHORT VACANCY NOTICE

Open to Internal & External Candidates

Position	: Migration Health Physician (2 positions)
Organizational Unit	: Migration Health Assessment Center (MHAC)
Duty Station	: Benin City
IOM Classification	: NOB
Type of Appointment	: Special Short-Term (SST) 6 months with the possibility of extension
SVN No.	: SVN2023.140
Estimated Start Date	: As soon as possible
Closing Date	: 20 November 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.

IOM is committed to a diverse and inclusive work environment. Read more about diversity and inclusion at IOM at www.iom.int/diversity. Applications are welcome from first- and second-tier candidates, particularly qualified female candidates. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

Organizational Context and Scope:

Under the overall supervision of the Chief of Mission (CoM) and the direct supervision of the 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 Benin City, Nigeria.

Responsibilities and Accountabilities:

1. Ensure the efficient daily operations of the Migration Health Assessment Center (MHAC), in close coordination with the Chief Migration Health Officer (CMHO).
2. Conduct the Benin City MHAC's migration health assessment process 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.
3. Ensure proper identification of refugees and migrants during the health assessment and record all relevant health information in standard forms; ensuring completeness and accuracy of the recorded information.
 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. Ensure implementation of the global IOM Standard Operating Procedures (SOPs); create and implement Benin City MHAC specific SOPs for each service area. Ensure proper reporting and management of incidents according to the Guidance Note for Incident Management.
 7. Organize systematic collection, processing and analyses of migration health data according to guidelines established by the CMHO. Ensure data quality. Provide periodic, as well as ad-hoc reporting to the MHO for Migration Health activities.
 8. Ensure that all data related to health assessment programmes is appropriately entered to Migrant Management Operational System Application (MiMOSA) and other related databases.
 9. 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.
 10. Provide oversight and coordinate the procurement of medical equipment, vaccines, medications, and other medical supplies in coordination with the MHO and the Resource Management Unit.
 11. Perform such other duties as may be assigned by the Supervisor.

Required Qualifications and Experience

EDUCATION

- University degree in Medicine from an accredited academic institution with at least four years of professional work experience.
- Valid license to practice within country is mandatory.

EXPERIENCE

- Professional continuous clinical experience, preferably in a multidisciplinary hospital setting. The last clinical posting should be within the last three years;
- Good knowledge of clinical medicine;
- Excellent bedside manner;
- Experience working with government officials, particularly the Ministry of Health, UN agencies, or NGOs is desirable
- Knowledge or Experience in global public health and migration health-related issues.

- Experience or training in epidemiology, Monitoring and evaluation, Reproductive Health, or medical statistics is desirable
- Knowledge of patient safety and infection prevention and control;

SKILLS

- Demonstrated creative problem-solving skills
- Excellent and proven Verbal/Written Communication, including drafting concept notes, project proposals, or reports
- Capacity to work independently; able to carry out tasks with attention to detail; and demonstrated ability to maintain accuracy and confidentiality.
- Organizational skills.
- Effective Managerial and leadership skills.

Languages

REQUIRED

External applicants for all positions in the General Service / National Officer category are required to be proficient in English and multiple Native languages

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

DESIRABLE

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.

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

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

Only candidates residing in the country of the duty station and within commuting distance of the duty station will be considered.

Appointment will be subject to certification that the candidate is medically fit for appointment, confirmation of all documents, and security clearances.

Women with the above qualifications are encouraged to apply.

HOW TO APPLY:

Interested candidates are invited to submit their applications via email to **HRNIGERIA@iom.int** indicating the position applied in the subject line by **Monday, 20 November 2023**, and follow this link: <https://forms.office.com/e/WCAAczE5jf>

In order for the applications to be considered valid, IOM only accepts applications with a cover letter of not more than one page specifying the motivation for application, addressed to **Human Resources, International Organization for Migration (IOM)** and with a subject line **SYN2023.140. Benin City. Migration Health Physician NOB (2 positions).**

All applications should include a functional email address, mobile numbers, and detailed curriculum vitae (CV).

Please note that this position is open only to Nigerian National applicants and only shortlisted candidates will be contacted.

Posting period:

From **07.11.2023 to 20.11.2023**

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 accounts.