



**Role: Paediatrician**



<b>Location</b>	Various countries- Ethiopia, Tanzania, Uganda.
<b>Duration</b>	6 - 24 months
<b>Job purpose</b>	<p>The objectives of this placement include but are not limited to:</p> <ul style="list-style-type: none"><li>• Build the capacity of health workers and clinical senior staff in management of essential newborn and maternal care through training, coaching and mentoring to improve the quality of health services.</li><li>• Support development of manuals and protocols for Neonatal Intensive Care Units (NICU). Advising, where needed, on the NICU refurbishment and set-up process.</li><li>• Take the lead in the design of all specialist paediatric medical services (specifically for newborns) working together with the hospital/health facility staff</li><li>• Strengthen the VSO established NICU to ensure consistent, quality care, including the referral system.</li></ul>

## Job Description

**Note:** these objectives are subject to improvement/modification after discussion with project manager as well as implementing partner.

Responsibilities	Key Performance Indicators	Competencies	Skills and Knowledge
<p>The ideal candidate will:</p> <ul style="list-style-type: none"> <li>Identify skill gaps in the area of neonatal and paediatric patient diagnosis and treatment and provide training to health workers who deal with neonates, infants and children in the targeted hospitals.</li> <li>Conduct on the job training, coaching and mentorship programmes for neonatal health care</li> <li>Support the Regional Health Management Team to strengthen the existing and establish new NICUs and paediatric high dependency unit/ICUs</li> <li>Support the establishment and institutionalization of perinatal death reviews, strengthen data recording system and promote perinatal audit meeting.</li> <li>Support the standardisation of neonatal and paediatric patient diagnosis and treatment procedures and protocols in line with the national standards.</li> <li>Strengthen the nutrition and malnutrition/feeding unit of the hospital</li> <li>Support the strengthening of the Emergency Triage Assessment and Treatment (ETAT)</li> <li>Conduct Trainings of Trainers jointly with VSO volunteer (neonatal nurse) for District trainers and clinical leads in management of common new-born problems and essential maternal care (asphyxia, severe infection &amp; kangaroo care<sup>1</sup>)</li> </ul>	<ul style="list-style-type: none"> <li>Number of new NICUs established and offering quality neonatal care</li> <li>Quality newborn care offered by the existing NICUs.</li> <li>Availability of Standard Operating Procedures (SOPs) in the NICUs posted on the walls as references for Nurses and doctors in the NICU</li> <li>Number of perinatal review meetings conducted and perinatal death audit reports submitted to relevant authorities.</li> <li>Number of <del>the</del> nurses, doctors (MD), assistant medical officers, clinical and assistant clinical officers trained on newborn care.</li> <li>Availability of neonatal death data in the hospitals reporting systems.</li> </ul> <p><i>These KPI's can be subject to change if deemed necessary by manager or employee, always in collaboration.</i></p>	<ul style="list-style-type: none"> <li><b>Building and Sustaining working relationships</b> The social skills to build and actively maintain working relationships that foster teamwork and collaboration with others for the benefit of a common goal.</li> <li><b>Open Minded and Respectful</b> A non-judgemental approach that values other people and culture.</li> <li><b>Seeking and Sharing Knowledge</b> Recognition that learning is a two-way and continuous process.</li> <li><b>Facilitating Positive Change</b> The ability to analyse problems and develop lasting solutions in line with VSO approaches.</li> <li><b>Adaptability</b> A flexible approach and the ability to adapt behaviour to different situations.</li> <li><b>Resilience</b> The self-confidence to work with a variety of situations, diverse people and ambiguity.</li> </ul>	<p><b>Essentials:</b></p> <ul style="list-style-type: none"> <li>Qualified medical professional (MD) specialized in pediatrics and preferable further specialization in neonatology.</li> <li>Medical degree (MBBS or equivalent)</li> <li>A minimum of 3-5 years of proven specialist experience and training in paediatrics within a hospital setting of which at least 2 years in neonatal care and department management</li> <li>In the UK you need to have completed ST5 prior to departure for most roles, however doctors at ST3 and ST4 level might be accepted for some placements.</li> <li>Prior experience in clinical teaching and mentoring in the area of paediatric care is desirable.</li> <li><i>For roles in Ethiopia please note we require fully qualified paediatricians</i></li> </ul> <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>Work experience as paediatrician in Africa.</li> <li>Experience of department management</li> <li>Excellent team management and leadership skills</li> <li>Resource management: optimisation of specialist medical</li> </ul> <p><b>Skills:</b></p>

<sup>1</sup> Topics to be finalized based on outcomes of assessments

Responsibilities	Key Performance Indicators	Competencies	Skills and Knowledge
<ul style="list-style-type: none"> <li>• Jointly conduct support supervision visits with District Health Office (DHO) to targeted Health Facilities (HFs); providing advice and mentoring to both DHO and Health worker (HW)</li> <li>• Roll out of quality initiatives for the NICU and labour ward (specific to newborn care)</li> <li>• Support the monitoring and evaluation pertaining to the neonatology services including perinatal review and perinatal mortality audit meetings</li> <li>• Prepare and submit monthly plans and reports to VSO and partner, including documenting best practices, lessons learnt, and case studies</li> </ul>			<ul style="list-style-type: none"> <li>• Clinical mentorship</li> <li>• Quality Improvement</li> <li>• Development of job aids</li> <li>• Excellent clinical knowledge in the areas of specialisation</li> </ul> <p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>• Strong interpersonal skills and suitable character to work in a slow-paced environment which can be bureaucratic (requiring patience and tenacity).</li> <li>• Professionalism</li> <li>• Conceptual and analytic thinking</li> <li>• Initiative, Self-motivation</li> <li>• Ability to perform under pressure</li> <li>• Good relationship management skills</li> <li>• Ability to adjust and adapt easily to a new environment, culture and situation; address multiple challenges in the workplace and be able to work without much supervision.</li> <li>• A team player and able to work alongside their local colleagues in a spirit of partnership.</li> <li>• Proactive, supportive and accommodative</li> </ul>

## Personal considerations

In addition to the job description, the following information should be used when considering whether a placement is suitable for you.

### Personal health considerations

If you have a significant current or past medical condition or you have general concerns about staying healthy as a volunteer, please use this information to assess whether this placement will be suitable for you. All volunteers require medical clearance from a VSO medical adviser before they are able to take up a placement with VSO. Occasionally, VSO may consider that this placement is too great a risk for you in terms of your personal health and you would be advised to consider a different placement. For further guidance about medical assessment and volunteering with a medical condition please see the [frequently asked questions on VSO website](#).

### Access to medical care and support

If you wish to discuss your personal circumstances or health concerns in confidence with VSO's medical team before you apply for this placement, please contact [medical@vsoint.org](mailto:medical@vsoint.org).

### Security, work permit and situational information

To be communicated as the volunteer's application progresses.