

POST DESCRIPTION

SECTION 1

Position Information

Position Title	Migration Health Nurse
Position Grade	G.5
Duty Station	Kinshasa
Type and duration of contract	SST Graded, 3 months, with possibility of extension
Reference number	SVN 2024-21-RDC
Application deadline	18 novembre 2024

SECTION 2

Organizational Context and Scope

Under the overall supervision of the Chief Migration Health Officer (CMHO) and the direct supervision of the National Migration Health Officer (NMHO), the successful candidate will be responsible for the following duties and responsibilities in relation to the Migration Health Assessment Centre (MHAC) in Kinshasa, DR Congo

SECTION 3

Responsibilities and Accountabilities

1. Perform 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,
 - i. Such as checking vital signs, weight, height, visual acuity;
 - ii. Blood, urine or sputum collection as required;
 - 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 information and detailed explanations to the migrants and/or refugees in relation to:
 - The migration health assessment process; and,
 - Treatments and referrals.
3. Ensure proper identification and follow-up by:
 - Comprehensive history taking;
 - Accurate and thorough Biodata collection;
 - Ensuring ID verification for each step of the health assessment process; and,
 - Keeping a register of applicants who undergo health investigations and testing.
4. Follow and implement the Health Assessment Programme's check lists and SOP's and maintain standard universal precautions within MHAC.

5. Verify samples of sputum, blood or others are properly transported to the laboratory or previously designated location.
6. Maintain and monitor the MHAC pharmacy, stock, medical kits and emergency kits within the MHAC and for medical escorts if applicable.
7. Provide pre and/or post counselling to migrants or refugees on TB or HIV education, prevention and management as appropriate.
8. Prepare administrative reports and program updates as necessary.
9. Support the planning and execution of mobile missions if applicable.
10. Assist with pre-departure documents, briefings and preparations as necessary.
11. 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).
12. 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.
13. Collect statistical information and share with the Senior Migration Health Nurse or CMHO as per preset and agreed upon format.
14. Perform other duties as may be assigned.

SECTION 4

Required Qualifications and Experience

EDUCATION

- Bachelor's degree or Diploma in Nursing from an accredited academic institution in Nursing in countries where the Diploma allows to fulfil the full scope of responsibilities defined in PDs.
- A valid license to practice nursing in the country of duty station.

EXPERIENCE

- For Bachelor's Degree holder a minimum of three years of relevant clinical experience and for Diploma holder a minimum of five years of relevant clinical experience.
- 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.
- Excellent bedside manner.
- 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

- Organizational skills
- Communication skill

SECTION 5

Languages

REQUIRED

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

DESIRABLE

English

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 – Choose a level.

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 – Choose a level.

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.

SECTION 7

Postuler

Les candidats intéressés et possédant les qualifications requises peuvent soumettre leur candidature CV et lettre de motivation en utilisant le lien ci-dessous : [Migration Health Nurse - IOM Careers Careers](#)

Veuillez noter les candidatures incomplètes ou envoyées par un autre moyen ne seront pas prises en considération

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

Seuls les candidats/es présélectionner seront contactés

Les candidatures féminines sont fortement encouragées.

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