

SENIOR MIGRATION HEALTH PHYSICIAN (MH)

Open to Internal and External Candidates

Organizational Unit	: MIGRATION HEALTH
IOM Classification	: SENIOR MIGRATION HEALTH PHYSICIAN (MH)
Duty Station	: COLOMBO
Salary Per Month	: LKR 612,351.00 (NO-C)
Type of Appointment	: ONE YEAR FIXED TERM
Estimated Start Date	: AS SOON AS POSSIBLE
Closing Date	: FEBRUARY 22, 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 government and migrants.

IOM is committed to a diverse and inclusive environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

Context:

Under the overall supervision of the Chief of Mission (CoM) and the direct supervision of the Chief Migration Health Officer (CMHO) the successful candidate will be responsible for the carrying out the following duties and responsibilities in relation to the Migration Health Assessment Programme in Colombo, Sri Lanka.

Core Functions / Responsibilities:

1. Organize and supervise the Inbound Health Assessment Centre (IHAC) in Colombo on migration health assessment process to fulfil the technical requirements of the resettlement countries in the areas of:
 - Medical examinations;
 - Imaging;
 - Laboratory testing;
 - Vaccinations;
 - TB management;
 - Treatment and referrals;
 - Pre-departure procedures and medical movements;
 - Documentation, certification and information transmission; and,
 - Other technical areas as may be required.
2. Conduct health assessment for refugees and migrants, including review of medical history, physical examination, evaluation of Chest X-ray (CXR) and review of the lab results in accordance with the technical guidelines of the resettlement countries.
3. Maintain the infrastructure and equipment of IHAC premises so that they meet the professional standards of quality and safety and are sufficient and adequate for provision of the services.
4. Coordinate, with the Chief Migration Health Officer (CMHO) and human resources unit on the needs of IHAC organizational structure to ensure sufficient and adequate planned levels of health assessments and that staff has necessary qualifications and skills. Contribute to the network of external human resources, such as consultants and medical escorts, to support health assessment process and travel assistance.
5. Ensure that the Chief Migration Health Officer (CHMO) is informed about the IHAC's health activities and that the IOM medical facilities have obtained approval to provide health assessments and related services.
6. Contribute to and maintain efficient, client-centered procedures while ensuring a high level of integrity at all stages of the IHAC's process, including client information and appointment system, payment, registration, pre- and post-test counselling, examination, testing, treatment and referrals, submission of health assessment results, pre-departure and other procedures. Establish within IHAC a system enabling clients to provide feedback.
7. Contribute to and maintain a system of quality improvement for each service area within the IHAC. 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 IHAC specific SOPs for each service area. Ensure proper reporting and management of incidents according to the Guidance Note for Incident Management.

8. Collaborate with the CMHO to incorporate additional public health interventions in the health assessment programme (HAP) context. Interventions may include surveillance for communicable diseases, outbreak preparedness and response, health education and health promotion, public health services for host communities, liaison with MoH and public health institutions including national disease programmes and other activities to ensure proper information and data sharing of the health assessments
9. Supervise health- and non-health staff as well as external consultants involved in the health assessment process; ensure that performance evaluations for health staff are completed in a timely manner. Ensure that all staff are aware of the IOM Standards of Conduct under Article 42, and continuously reinforce these standards. Inform in due time the CoM and the IOM Office of Ethics and conduct of any issues regarding staff misconduct.
10. Establish the IHAC staff development strategy in coordination with the CMHO, ensure that the appropriate plan is implemented. Within that plan, apart from attendance to external educational events, initiate, contribute to the organization and delivery of various professional in-house trainings.
11. Liaise with external service providers to negotiate agreements in coordination with Resources Management Officer (RMO). Exercise quality control over outsourced services and take corrective measures if necessary.
12. Maintain confidentiality and security of migration health data in accordance with the IOM Data Protection Principles.
13. 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 CMHO for migration health activities.
14. Oversee the financial aspects of the IHAC in close coordination with the mission's finance staff. Supervise budget preparation, suggest adjustments and cost-effective solutions, and review financial reports.
15. Provide oversight and coordinate the procurement of medical equipment, vaccines, medications and other medical supplies in coordination with the CMHO and the resource management unit.
16. Facilitate the integration of health assessment activities into the overall migration related programming of the Mission in Colombo through close collaboration with the various units at the Country Office level.
17. Advise IOM colleagues on the link between the Health Assessment Programme with the two other core MHD programme areas - Health Promotion and Assistance to Migrants and Migration Health Assistance to Crisis-Affected Populations.
18. Perform such other duties as may be assigned by the direct supervisor, 2nd SES manager or Director of the Migration Health Division.

Required Qualifications and Experience

Education

- Master's Degree in Medicine from an accredited academic institution with at least five years of professional experience, or;
- University Degree in Medicine from an accredited academic institution with at least seven years of professional experience.
- A valid license (SLMC Reg.) to practice as a physician / doctor in Sri Lanka is mandatory.

Experience

- Working experience in the domain of medicine and at least four years of continuous clinical experience is required.
- Experience with team management / supervision is required, preferably within the context of immigration/resettlement medical examinations is required.
- Experience in managing health assessment programmes of a significant size, management of resources and personnel within migration health or public health projects is preferred.
- Experience in TB, migration health or other communicable disease control programmes among refugees and migrants in an international organization, UN agency or hospital is preferred.
- International experience in global public health issues, emergencies and policies will be an asset.

Skills & Abilities

- Excellent technical skills and ability to apply knowledge in to practice is required.
- Adequate computer skills and ability to use MS Office Applications is required.

Languages

Fluency in **English** and **Sinhalese / Tamil** is required; Fluency in all three languages is advantageous.

Required Competencies

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- 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.

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 action 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

- 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 potential.
- Empowering others and building trust: creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- Strategic thinking and vision: works strategically to realize the Organization's goals and communicates a clear strategic direction.

Other

Appointment will be subject to certification that the candidate is medically fit for appointment and successful reference checks.

Women with the above qualifications are encouraged to apply.

How to apply:

Interested candidates are invited to submit their applications with the following: (Incomplete application will not be considered)

- a. Detailed bio data
- b. Cover letter including two work related referees (non-related)
- c. Pre-screening form ([here](#))

Kindly submit your application via email to HRSRILANKA@iom.int indicating position applied on subject line by **Wednesday 22nd February 2023**.

Only shortlisted candidates will be contacted.

Posting period:

From 09.02.2023 to 22.02.2023