



**GOVERNMENT OF THE REPUBLIC OF SIERRA LEONE**

**MINISTRY OF HEALTH AND SANITATION**

**TERMS OF REFERENCE FOR MULTI-DISCIPLINARY CLINICAL TEAMS  
(MDCT)**

<b>TERMS OF REFERENCE</b>	
<b>GENERAL</b>	
<p>Following the end of the Ebola Virus Disease (EVD) Outbreak in Sierra Leone, the country is desirous of re-building its health system. To achieve this objective the country with support from Development Partners (DPs) developed a District Capacity Strengthening Project (DCSP). One of the components of the Projects is the Multi-Disciplinary Clinical Team (MDCT) Component. This component of the project aims to utilize the services of expatriate nationals as a short term measure to fill critical gaps in the health care delivery system as part of post-Ebola recovery activities, while the country works on a more sustainable human resource for health development program.</p> <p>In support of the Government of Sierra Leone's (GoSL) rebuilding efforts, the World Bank has made available funds to the GoSL under the <b>Emergency Ebola Response Project (EERP)</b>. The GoSL wishes to apply part of these funds to secure the services of medical professionals to work in various district hospitals around the country.</p>	
Position	<b>Medical Laboratory Technologists/Scientists</b>
No. of posts	Four <b>(4)</b>
Location	Various Regional Hospitals
Duration of contract	The recruitment will initially be for a period of one year which shall be extendable up to two (2) years, one year at a time subject to the following conditions: 1. Satisfactory performance 2. Continued requirement of the position 3. Availability of funds
<b>ELIGIBILITY CRITERIA</b>	
Qualification	<b>Essential:</b> 1. Degree in Medical Laboratory Sciences/Technology from a recognized university 2. At least one year of compulsory rotatory internship 3. Current/valid registration with the Regulatory Authority for radiographers <b>(if there is one)</b> in the country applicant is applying from. Applicant <b>MUST</b> be eligible to carry out laboratory practice in either

	<p>his home country and /or country applicant is applying from.</p> <p>4. Certificate of <b>GOOD STANDING</b> with the regulatory authority of the country candidate is applying from.</p> <p><b>Desirable:</b> Evidence of further courses e.g. certificate/national diploma / higher national diploma/extensive period of Medical Laboratory practice</p>
Experience	At least three (3) years of working as a Medical Laboratory Scientist/technologist after the compulsory rotatory internship/house man ship.
Summary of Roles and Responsibilities	<p>Under the overall guidance of the Medical Superintendent (MS), the Medical Laboratory Scientist/Technologist will among other duties that may be assigned to him/her from time to time by the MS carry out the following duties</p> <ul style="list-style-type: none"> <li>• Provide routine and emergency cover during hours of duty and work in conjunction with the MS and colleagues to provide 24 hours cover for the hospital</li> <li>• Communicate any laboratory findings of concern to the MS e.g. dangerously low haemoglobin levels, dangerously deranged biochemical results eg Liver Function Tests, Renal Function Tests to the MS or referring Physician</li> <li>• Undertake capacity building activities such as designing training courses or subordinates in the field of medical laboratory sciences</li> <li>• Adopt a professional approach to colleagues, patients and relatives at all times</li> <li>• Work within their level of competence and experience</li> <li>• Comply with hospital policies, procedures and regulations particularly in relation to health and safety in the work place</li> <li>• No smoking in all hospital premises</li> <li>• Carry out any other tasks to be undertaken by the Medical Laboratory Scientist/Technologist</li> </ul>

Desirable Skills	<ul style="list-style-type: none"> <li>• Comfortable working in a collaborative manner with many other team members</li> <li>• Team builder and player</li> <li>• Capacity builder</li> <li>• Excellent communication skills</li> <li>• Willingness to travel to districts to provide support</li> <li>• Ability to adapt to challenging operating environments e.g. post-epidemic settings</li> <li>• Respecting and promoting individual cultural differences</li> </ul>
Competencies	<ul style="list-style-type: none"> <li>• Haematological Tests</li> <li>• Biochemical Tests</li> <li>• Microbiological Tests</li> </ul>
Remuneration	<ul style="list-style-type: none"> <li>• <b>USD 21,800 - 24,000 per annum (all inclusive)</b></li> <li>• Liable to 5% Government of Sierra Leone Withholding Tax</li> <li>• Does not include mobilization and demobilization costs which will be borne by the employer</li> </ul>
Agreement	<ul style="list-style-type: none"> <li>• Selected candidates will be required to sign a contractual agreement with the Government of Sierra Leone's Ministry of Health and Sanitation.</li> </ul>

Interested applicants are encouraged to send their applications in the form of a cover letter attached to their CVs to the email address below. Only applications sent to this email will be considered. Please also note that your CV should contain your full contact details such as residence address, working mobile telephone number, working email address, as well as those of your 2-3 referees.

Email address to send applications to: **sierraleonerecruitment@gmail.com**

The closing date is 25 April 2016