



GOVERNMENT OF THE REPUBLIC OF SIERRA LEONE

MINISTRY OF HEALTH AND SANITATION

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

TERMS OF REFERENCE	
GENERAL	
<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 Expatriate Multi Disciplinary Clinical Team (MDCTs) 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. In support of the Government of Sierra Leone's (GoSL) rebuilding efforts, the World Bank has made available funds to the GoSL under the Emergency Ebola Response Project (EERP). 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	Medical Officers (with good Surgical/Obstetrics & Gynaecology skills)
No. of posts	Eighteen (18)
Location	Various District General Hospitals Nationwide
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
ELIGIBILITY CRITERIA	
Qualification	Essential: 1. Degree in Medicine (M.B;B.S, M.B;Ch.B, MD) from a recognized university 2. At least one year of compulsory rotatory internship in General Surgery and/or Obstetrics and Gynaecology 3. Current/valid registration with the Medical Regulatory Authority of the country applicant is applying from. That is to say applicant MUST be eligible to practice medicine in either his home country and /or country applicant is applying from. 4. Certificate of GOOD STANDING with the medical regulatory authority of the country

	<p>candidate is applying from.</p> <p>Desirable: Evidence of further courses eg certificate/diploma / extensive period of practice in the surgical specialties (General Surgery, Obstetrics &Gynaecology)</p>
Experience	<p>At least three (3) years of working as a Medical Officer after the compulsory rotatory internship/house manship. At least the last two years must be in a surgical specialty (general surgery or Obstetrics and Gynaecology)</p>
Summary of Roles and Responsibilities	<p>Under the overall guidance of the Medical Superintendent (MS), the Medical Officer (MO) 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"> • 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 • Clerk and asses urgent admissions as may be required • Undertake ward rounds during each shift and ensure all patients under his/her care are attended to by him/her. • Undertake capacity building activities to health workers such as weekly morbidity and mortality audits, weekly grand rounds etc. • Communicate any medical case of concern to the MS • Ensure he/she receives a detailed handing over list of all patients and their conditions on assuming a shift • Ensure he/she submit a detailed handing over list of all patients on completing a shift • Act as may be reasonably required by the MS on behalf of the MS when required • Liaise regularly with nursing staff to check on patients and attend to patients when requested by nursing staff • Take blood and other specimen as may be required for investigations • Adopt a professional approach to colleagues, patients and relatives at all times • Work within their level of competence and experience • Comply with hospital policies, procedures and regulations particularly in relation to health and safety in the

	<p>work place</p> <ul style="list-style-type: none"> • No smoking in all hospital premises • Carry out any other tasks to be undertaken by the MO
Desirable Skills	<ul style="list-style-type: none"> • Comfortable working in a collaborative manner with many other team members • Team builder and player • Capacity builder • Excellent communication skills • Willingness to travel to districts to provide support • Ability to adapt to challenging operating environments e.g. post-epidemic settings • Respecting and promoting individual cultural differences
Competencies	<ul style="list-style-type: none"> • Uncomplicated caesarean sections • Uncomplicated appendectomies • Uncomplicated hernias • Minor surgical procedures –e.g. Excisions and drainages, suturing, evacuation of retained products of conception etc.
Remuneration	<ul style="list-style-type: none"> • USD 36,000- 42, 000 per annum (all inclusive) • Liable to 5% Government of Sierra Leone Withholding Tax
Agreement	<ul style="list-style-type: none"> • Selected candidates will be required to sign a contractual agreement with the Government of Sierra Leone’s Ministry of Health and Sanitation.

Interested applicants are encouraged to send their applications in the form of a cover letter and an updated CV 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

Closing date is 25 April 2016