

JOB DESCRIPTION

Job title:	Clinical Officer	Location:	Aweil, South Sudan
Department:	Technical	Length of contract:	1 year renewable
Role type:	National role	Grade:	6
Travel involved:	Up to 10% travel to villages /outreach points	Child safeguarding level:	1, high risk
Reporting to:	MNCH specialist	Direct reports:	Nurse Midwife, Field Assistant Vaccinator and Field Assistant Dispenser
Dotted line manager:	Field Coordinator	Indirect reports:	N/A

Organizational background

Established in 2003, Malaria Consortium is one of the world's leading non-profit organisations specialising in the comprehensive prevention, control and treatment of malaria and other communicable diseases among vulnerable and under privileged populations. We increasingly find our work on malaria can be effectively integrated with other similar public health interventions for greater impact and therefore expanded our remit to include child health and neglected tropical disease interventions.

We work in Africa and Asia with communities, governments, academic institutions, and local and international organisations, to ensure effective delivery of services, which are supported by strong evidence.

Our areas of expertise include:

- disease prevention, diagnosis and treatment
- disease control and elimination
- systems strengthening
- research, monitoring and evaluation leading to best practice
- behaviour change communication
- national and international advocacy and policy development

Country and project background

Malaria Consortium began activities in South Sudan in 2005, its main office is in Juba and sub offices in Aweil, Northern Bar el Ghazel, Jonglei and Upper Nile. Its programme areas include Integrated Community Case Management (ICCM), Boma Health Initiative, Nutrition for children under five years of age, health systems management, and LLIN mass distribution. We also work with the MoH on

policy and guideline development. These programs are currently funded by UNICEF, Health Pooled Fund(HPF) and Global Fund.

The Health Pooled Fund is a consolidation of funding from the British Government's Department for International Development (DFID), the Government of Canada, the European Union, the Swedish International Development and Cooperation Agency (SIDA), and the United States Agency for International Development (USAID) and aims to support the Government of South Sudan in reducing maternal and infant mortality, ensuring universal coverage, and improving the overall health status as well as the quality of life of the South Sudanese population.

The Health Pooled Fund is based on a county model, whereby support is provided to the county health departments for the delivery of Primary Health Care services, health system strengthening and strengthening of community ownership.

The Essential Health Services Project (EHSP) is funded by UNICEF and aims to support the Government of South Sudan in reducing maternal and infant mortality through the delivery of low cost, high impact essential health services to about 2 million of the population living in the former Upper Nile and Jonglei States. The EHSP is based on a county model, whereby support is provided to the county health departments for the delivery of Primary Health Care services, health system strengthening and strengthening of community ownership.

Job purpose

The clinical officer will be responsible for patient medical and surgical care, including the referral of cases to other practitioners. They will carry out outreaches.

Scope of work

The clinical officer will be responsible for performing general and specialized medical duties such as diagnosis, treatment of disease and injury, ordering and interpreting medical tests, performing routine medical and surgical procedures, referring patients to other practitioners.

Key working relationships

- Directly reports to Malaria Consortium MNCH specialist
- Collaborates with Medical logistician, M and E Coordinator
- Collaborate with the Nurse Midwife to run the Health facility or mobile clinic
- Supervise the Nurse Midwife, Field Assistant Vaccinator and Field Assistant Dispenser
- Workers with the CHD M and E, CHD EPI supervisor, CHD Disease Surveillance officer and CHD Primary Health care supervisor to efficient provision of quality health services

Key accountabilities

Patient care (90%)

- Provide counselling to clients in various medical issues
- Diagnose and manage all stages of illness
- Take accurate case history of patients, examine their illnesses
- Provide appropriate care, medical attention, standard procedure and laid down policy
- Provides clinical support in the ante-natal and family planning activities

- Ensure treatments or care patients receive are in line with relevant national guidelines, protocols and Standard Operating Procedures or with internationally agreed guidance
- Ensures data trends and analyses are reported and channeled in an agreed manner
- Completely records and authenticates all patient encounters and interventions
- Compliant to national standards, protocols and guidelines in carrying out assigned duties.

Reporting (10%)

- Providing weekly IDSR reports
- Monthly reports on case management.

Person specification

Qualifications and experience:

Essential:

- Diploma in Clinical Medical Sciences
- Has the required national registration to practice as a clinical officer
- At least three (3) years relevant work experience in patient care covering medical and surgical services
- Experience working in community based activities
- Line management experience

Desirable:

- Previous NGO experience
- Flexible and adaptable to various working conditions

Work-based skills:

Essential:

- Being physically fit and able to travel for long distances in difficult road conditions
- Proficiency in English, verbal and written
- Capable of working under pressure
- Effective interpersonal and communication skills.
- Must be computer literate, in particular use of Microsoft office packages, and emailing.
- Flexible and adaptable to various working conditions
- Willing to stay overnight in remote villages and forested areas
- Attention to detail

Desirable:

- Ability to effectively manage time and resolve crises.
- Proven leadership skills
- Patient and compassionate.

Core competencies:
Delivering results
<p>LEVEL A - Focuses on delivering contribution to Malaria Consortium and achieving own objectives</p> <ul style="list-style-type: none"> ✓ Puts in effort required to ensure the delivery of own work and objectives to meet (and exceed) expectations. ✓ Strong self-management of time and effort. ✓ Checks own work to ensure quality.
Analysis and use of information
<p>LEVEL B - Uses evidence to support work</p> <ul style="list-style-type: none"> ✓ Identifies and uses various sources of evidence and feedback to support outputs ✓ Uses evidence to evaluate policies, projects and programmes ✓ Identifies links between events and information identifying trends, issues and risks ✓ Ensures systems are in place to address organisation needs
Interpersonal and communications
<p>LEVEL B - Fosters two-way communication</p> <ul style="list-style-type: none"> ✓ Recalls others' main points and takes them into account in own communication ✓ Checks own understanding of others' communication by asking questions ✓ Maintains constructive, open and consistent communication with others ✓ Resolves minor misunderstandings and conflicts effectively
Collaboration and partnering
<p>LEVEL B - Collaborates effectively across teams</p> <ul style="list-style-type: none"> ✓ Proactive in providing and seeking support from expert colleagues ✓ Raises difficult issues with teams/ partners and stakeholders with a view to positive resolution ✓ Proactive in building a rapport with a diverse range of people
Leading and motivating people
<p>LEVEL C - Effectively leads and motivates others or direct reports.</p> <ul style="list-style-type: none"> ✓ Gives regular, timely and appropriate feedback, ✓ Acknowledges good performance and deals with issues concerning poor performance ✓ Carries out staff assessment and development activities conscientiously and effectively ✓ Develops the skills and competences of others through the development and application of skills ✓ Coaches and supports team members when they have difficulties
Flexibility/ adaptability
<p>LEVEL B - Remains professional under external pressure</p> <ul style="list-style-type: none"> ✓ Able to adapt to changing situations effortlessly ✓ Remains constructive and positive under stress and able to tolerate difficult situations and environments ✓ Plans, prioritises and performs tasks well under pressure ✓ Learns from own successes / mistakes
Living the values
<p>LEVEL B - Promotes Malaria Consortium values amongst peers</p> <ul style="list-style-type: none"> ✓ Shows a readiness to promote Malaria Consortium's values amongst peers ✓ Promotes ethical and professional behaviour in line with Malaria Consortium's values
Strategic planning and thinking and sector awareness
<p>LEVEL A - Manages own workload effectively</p> <ul style="list-style-type: none"> ✓ Plans and manages own workload effectively ✓ Is familiar with Malaria Consortium's mission and current strategic plan. ✓ Understands own contribution to Malaria Consortium's objectives