Terms of Reference for General surgeon Consultant.

Job purpose

The General Surgeon will be responsible for overall management of general surgical services with special focus on mentoring the National Doctors surgical procedures using accepted standards of practice while observing the guidelines and policies of the Ministry of Health of South Sudan.

Scope of work

The General Surgeon is responsible for the clinical care, administrative and managerial oversight to deliver quality surgical services in Aweil Civil Hospital. This includes emergency surgery and elective surgical cases.

Key working relationships

The General Surgeon will report to the Hospital Director and will work closely with the HPF Lot Coordinator as well as coordinate and collaborate with PHCs for referrals. S/he will line manage the key staff namely senior nurse and anaesthetist

Key accountabilities

1. Patient care (70%)
   - Provide emergency surgical services and elective surgical services
   - Conduct routine ward consultations, as necessary and prescription of drugs according to MOH guidelines
   - Ensure functionality of the operating theatre, including adherence to surgical protocols, and ensuring availability of necessary supplies and maintenance and/or repair of equipment
   - Implement continuous quality improvement of surgical outpatient and inpatient services through:
     - Supportive supervision of clinical staff. Developing and implementing a schedule of regular clinical skills updates and continuous medical education
     - Ensuring availability, comprehension of and adherence to South Sudan treatment protocols
   - Ensure good patient flow and consultations of the medical departments
   - Ensure patients are treated with adherence to MC safeguarding protocols

2. Team management (30%)
   - Ensure medical services of high and consistent quality in the departments
• Take charge of and ensure all supplies and equipment are available
• Participate and provide input in the Senior Management meetings of the hospital and ensure raised departmental concerns and issues are dealt with
• Participate in grand rounds and CMEs for the facility staff and ensure that the capacity of the staff in the department is improved in order to improve quality of care
• Ensure consistent readiness, responsiveness and quality of emergency surgery at the hospital
• Assist in the development of the duty roster and ensure it is followed according to the schedules
• Conducting routine performance reviews of clinical staff
• Organize and lead routine staff activities schedule including daily rounds and weekly clinical staff meetings
• Ensure adequate availability of supplies necessary to carry out surgical functions.
• Ensure data quality, timely reporting and use of data in management and service improvements
• Ensure availability of appropriate register books in each department; ensure staff are trained and accurately complete register books; and ensure ISDR and DHIS reports are accurate, complete and submitted on time to the hospital in-charge
• Discuss data with staff during regular staff meetings to formulate recommendations for improvements in service delivery
• Ensure data are reported to hospital committees
• Ensure high functioning countywide referral system from community level to PHC facilities to hospital level, including feedback system to referring facilities and follow up, as required, of discharged patients
• Ensure adherence to high standards in infection prevention, including adherence to universal precautions by all staff, proper equipment sterilization, as well as guidelines for and adherence to waste segregation and proper disposal
• Perform any other duty assigned by line manager

Person specification

Qualifications and experience:

Essential
• Bachelor of Medicine and Surgery from a recognized University
• Permit to practice surgery in South Sudan
• Master’s degree in a relevant specialization in General surgery
• A good understanding and experience of working with Country Health Officials, State Ministry Officials, donors and UN agencies especially in fragile states like South Sudan
• Significant years of experience in public health project management with demonstrated experience supporting the implementation of large scale projects

Desirable
• Previous experience of working in South Sudan hospitals is considered an advantage
• Ability to work in resource constrained regions
• Have an understanding of the broad range of medical disaster management
• Experience in people management skills leading a team

**Work-based skills:**

**Essential**

• Must have the ability to effectively communicate orally and in writing
• Ability to generate departmental reports (both narrative and analysed data)
• Proven ability to work cooperatively with others in a team environment
• Excellent computer skills and proficient in MS Office
• Strong interpersonal skills, creativity, flexibility, adaptability and empathy
• Ability to plan and facilitate clinical trainings and grand rounds on a regular basis (daily or weekly depending on staffing levels at the department)
• Flexible and diplomatic management style
• Experience in analytical and conceptual skills in program management, project planning, report writing, organizational and interpersonal skills

**Desirable**

• Strong coordination skills with proven ability to work across multiple technical areas simultaneously, supporting and mentoring multiple staff members
• South Sudanese Arabic skills

**Job Location**

• Aweil Referral Hospital

**Submission**

• Detailed curriculum vitae including qualifications and experience
• A bio data sheet showing related consultancies undertaken in the last two years
• Rate per day for the consultant work to be provided to Malaria Consortium.

**Deadline for submission**

**Deadline for submission** MUST by or before 25th May 2022

Hard copy application can be delivered to Malaria Consortium Juba Office Goshen Building or through email tenders@malariaconsortium.org due to urgency of this consultancy service, shortlisting and interview can be done before the deadline as we receive applications.