

VACANCY NOTICE



International Organization for Migration (IOM)
The UN Migration Agency

The International Organization for Migration is seeking qualified candidates holding **Turkish citizenship** for the following position based in Istanbul, Türkiye.

Vacancy Notice Number:	VN#TR/2024/34
Position Title:	Senior Migration Health Physician
Duty Station:	Istanbul – Türkiye
Classification:	One Year Fixed Term Graded Contract (NOC) -with possible extension
Eligibility:	Turkish Nationals
Deadline of Applications:	3 April 2024
Number of People to be hired	1
Category:	Internal Candidates

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and 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 governments and migrants.

At IOM, we welcome applications from qualified professionals, irrespective of their race, religion, skin color, nationality, age, disability status, ancestry, sex, sexual orientation, gender identity or expression, marital status, family structure, mental health status, or any other characteristic.

Our policies encourage a workplace free from discrimination and any form of harassment. Qualified women are particularly encouraged to apply for this position. Read more about diversity and inclusion at IOM at www.iom.int/diversity

General Functions:

Under the overall supervision of the Deputy Chief of Mission and the direct supervision of the Chief Migration Health Officer for Turkey (CMHO), the successful candidate will be responsible for the carrying out the following duties and responsibilities in relation to the Migration Health Assessment Programmes (HAP), namely, Medical Movement Coordination in Migration Health Assessment Center (MHAC) Istanbul.

Major Duties and Responsibilities:

1. Organize and supervise Istanbul's MHAC 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 MHAC 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), human resources and MHAC organizational structure needs 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 is informed about the MHAC'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 MHAC'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 MHAC a system enabling clients to provide feedback.
7. Contribute to and maintain a system of quality improvement for each service area within the MHAC. 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 Istanbul MHAC 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 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 public health institutions and other activities.
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 MHAC 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. Maintain confidentiality and security of migration health data in accordance with the IOM Data Protection Principles.
12. 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.
13. Contribute to monitoring of financial aspects of the MHAC in communication with the Sub- Office finance staff: suggest adjustments and cost-effective solutions, and review financial reports.

14. Coordinate the procurement of medical equipment, vaccines, medications and other medical supplies in coordination with the CMHO and the Logistics and Procurement unit.
15. Perform any other duties as requested by your direct supervisor.

Specific functions in context of MHD Turkiye medical operation:

16. Participate in planning, monitoring and implementing Medical Movement Coordination with respective IOM units, relevant stakeholders, Health authorities in destination countries.
17. Coordinate organization of Medical Movements with appropriate MHD regional and Global Focal Points, IOM Units/ Dpts and external Service providers, Specialists, seek approvals from CMHO TR.
18. Participate in duty travels as requested by your direct supervisor.

Required Qualifications:

Education

- University degree in Medicine from an accredited academic institution with at least seven years of professional work experience or
- University degree in Medicine from an accredited academic institution plus Master's degree in Community of Public Health, Medical Specialization in Infectious Diseases, Tropical Medicine or other related fields from an accredited academic institution with five years of relevant professional experience.

Experience:

- Working experience in the domain of medicine, four years of which is continuous clinical experience (either in clinical set-ups or immigration / resettlement medical examinations or health assessments);
- Experience with team management/ supervision is required, preferably within the context of immigration/resettlement medical examinations;

Languages:

- Fluency in **English** is required.
- Working knowledge of **French** and/or **Spanish** is advantageous.

Required Competencies

The incumbent is expected to demonstrate the following values and competencies:

Values

- Inclusion and respect for diversity:
Shows respect and sensitivity towards gender, culture, ethnicity, religion, sexual orientation, political conviction and other differences.

- Integrity and transparency:
Upholds and promotes the Standards of Conduct and Unified Staff Regulations and Rules.
 - Delivers on commitments; manages the organization's resources reliably and sustainably.
 - Embraces and encourages transparency, balancing this with the need for discretion and confidentiality as appropriate.
- Professionalism:
Demonstrates professional competence and mastery of subject matter and willingness to improve knowledge and skills.
 - Shows self-control and persistence when faced with difficult problems and remains calm in stressful situations.
 - Is conscientious and efficient in meeting commitments, observing deadlines and achieving results.

Core Competencies – behavioural indicators *level 2*

- Teamwork:
 - Establishes strong relationships with colleagues and partners; relates well to people at all levels.
 - Is fully aware of the team's purpose, respects and understands individual and collective responsibilities.
 - Willingly puts in extra effort without being asked and adopts a "hands-on" approach whenever necessary to achieve team objectives.
 - Coordinates own work with that of the team to meet agreed priorities and deadlines.
- Delivering Results:
 - Produces quality results and provides quality services to clients.
 - Meets goals and timelines for delivery of products or services.
 - Shows understanding of own role and responsibilities in relation to expected results.
- Managing and sharing knowledge:
 - Shares knowledge and learning willingly, and proactively seeks to learn from the experiences of others.
- Accountability:
 - Accepts personal responsibility for quality and timeliness of work.
 - Operates in compliance with organizational regulations and rules.
 - Accepts and gives constructive criticism; acknowledges and corrects mistakes and apply lessons learned for improvement.
- Communication:
 - Presents information using language and sequence of ideas that is easy for recipients to understand.

Managerial Competencies¹ – behavioural indicators *level 2*

- Leadership:
 - Assigns responsibilities fairly and manages performance, taking account of individual strengths, workloads and interests.
 - Is inclusive in decision-making and actively seeks feedback from team members and colleagues in order to identify opportunities for improvement.
 - Takes sound and timely managerial decisions that are consistent with the Organization's vision and purpose.
 - Establishes and maintains relationships with a broad range of stakeholders to understand needs and gain support.

¹ As applicable.

- Empowering others and building trust:
 - Delegates appropriately to make the most of others' talents, clarifying expectations and allowing autonomy in important areas while providing necessary support.
 - Encourages others to take responsibility for their performance; promotes ownership, responsibility and accountability for desired results at all levels.
 - Creates an atmosphere of trust and confidence in which others can talk and act without fear of repercussion.
 - Gives proper credit to others, shows appreciation and rewards achievement and effort.
- Strategic thinking and vision:
 - Aligns own actions to the Organization's vision, values and mandate.
 - Translates strategic direction into short and medium-term plans and objectives for own team; revises objectives to reflect changes in organizational goals.
 - Identifies key issues/priorities in complex situations and how they may be related to one another.
 - Clearly communicates links between the Organization's strategy and the work unit's goals.

Other:

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

Only candidates residing in either the country of the duty station or from a location in a neighbouring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighbouring country located within commuting distance, and work permit, as applicable.

This is a local position and applications from candidates for non-Turkish citizens holding a valid residence permit residing in Türkiye might be considered.

How to Apply:

Interested candidates are requested to submit their application including the most recent CV with a cover letter in English with contact details (name, position, phone and e-mail details) of three references by indicating name of the position applied with its VN number in the subject line of the e-mail to iomtrjobs@iom.int or to IOM Birlik Mahallesi Sehit Kurbanı Akboga Sok. No:24 06610, Çankaya, Ankara Türkiye by the end of **3 April 2024**.

Please note that only shortlisted candidates will be contacted.