

Job description NorCross ERU

Job title:	ERU Surgeon
Country of assignment:	To be determined
Duration of mission:	4 to 6 weeks
Reports to	ERU Senior Medical Officer (SMO) or designated management position
Responsible for (staff):	Local Staff

Summary Statement

A Health Emergency Response Unit (ERU) is a standardized modular package of equipment, medical supplies and pharmaceuticals ready to be deployed on short notice with a team of highly qualified and trained personnel to international emergencies. The Surgeon, under the direction of the Senior Medical Officer or a designated management position, will work in collaboration with other Movement Partners, delegates, national staff and volunteers, local health authorities and affected communities as part of a team within the mandate of the RCRC Movement

Specifically, this position will focus on:

- Undertaking professional / technical activities to support the work of the ERU. (Flexible when it comes to tasks that need to be filled in ERU setting)
- Support and coordinate ERU local staff to undertake professional/technical activities. This could include supervision, mentoring and training.
- Given the nature of ERU and the context, the intensity and types of activities may vary by rotation (set up, running of the operation and handover).

Key tasks and responsibilities

These are the duties and tasks applicable to the Surgeon in an ERU.

1. Provide surgical care for patients in an ERU setting in accordance with Ministry of Health/ Movement standards and WHO EMT standards and adhere to universal precautions
2. To support the establishment and management of the Operating Theatre (OT), in cooperation with the anaesthetist and operating theatre nurse
3. To be able to perform several types of general surgery, including caesarean sections, Amputation, chest-drain, laparotomy, fracture and x-fix and paediatric surgical procedures.
4. Patient documentation is consistently filled out by international and local medical staff, ensuring that medical records are written clearly and precisely including treatment and/or discharge plans, including documentation of unwanted incidents related to the care of the patient.
4. To perform pre-operative assessments, emergency triage and resuscitation (when appropriate)
5. To conduct ward rounds.
7. To liaise as requested with local health authorities and other health providers.
8. To supervise and provide training for local personnel, where appropriate.
9. To ensure that national standards are maintained and ensure all staff adhere to aseptic practice and universal precautions.
10. To work according to the RCRC Movement, Ministry of Health / WHO guidelines/Sphere Standards and ensure that all documentation meets local medico-legal requirements.
11. To support the capacity of the host National Society and develop skills where possible.

Duties applicable to all staff

Those duties complement the key tasks and responsibilities of each ERU Delegate and are in addition to the specific mandate elaborated in the ERU Deployment Order and/or Terms of Reference:

1. Actively work towards the achievement of the RCRC Movement's goals:
 - a. Save lives, protect livelihoods, and strengthen recovery from disasters and crises
 - b. Enable healthy and safe living
 - c. Promote social inclusion and a culture of non-violence and peace
2. Abide by and work in accordance with the Red Cross/Red Crescent principles:
 - a. To prevent and alleviate human suffering
 - b. To protect life and health and ensure respect for the human being
 - c. Making no discrimination as to nationality, race, religious beliefs, class or political opinions, and giving priority to the most urgent cases of distress
 - d. Not taking sides in hostilities or engaging in controversies of a political, racial, religious or ideological nature
 - e. Not prompted in any manner by desire for gain
 - f. Sharing equal status with other Societies in the Movement and equal responsibilities and duties in helping each other
3. Abide by and work in accordance with the ERU Standard Operating Procedures.
4. Contribute to a positive team environment and service excellence to meet the needs of beneficiaries.
5. Perform any other work-related duties and responsibilities that may be assigned by the line manager.

Lateral relationships

1. Represent the ERU to internal and external stakeholders at various levels as needed and establish and maintain effective working relationships with the following entities:
 - a. Beneficiaries from affected communities and hired staff
 - b. Host National Society counterparts and volunteers
 - c. Red Cross Movement partners, including IFRC, ICRC, PNS, ERU delegates from other deploying NS
 - d. Local health authorities, UN agencies and NGOs, using formal or informal health cluster or similar coordination meetings to maximize efficient health care delivery

Working Conditions

Field based position. Difficult and demanding working conditions are expected including the following:

- 1) Due to the dynamic nature of an emergency situation and proximity to disaster-affected area, areas of active conflict, issues of access and mobility;
- 2) Very basic living conditions;
- 3) Long hours of work in a demanding context with limited resources;
- 4) Stressful rapidly changing environment with limited information to make decisions.

Personal specifications

	Required	Preferred
General		
In good mental and physical health	X	
Discrete, professional and mature	X	
Capable of decision-making in conditions of uncertainty	X	
Able to work with limited resources	X	
Be innovative and at ease in problem solving	X	
Capable of handling extreme stress, change and situations of insecurity	X	
Able to leave for four to six weeks on very short notice	X	
Education/Qualifications		
IMPACT or BTC Course (provided by the Red Cross)	X	
Health ERU Training (provided by the Red Cross)	X	

Professional qualification as medical doctor and post-graduate qualification in surgery	X	
ATLS course	X	
Tropical medicine course	X	
Knowledge of C-section	X	
Knowledge of amputation, laparotomy, chest drain	X	
Experience with pediatric surgery (if surgeon 1 does not have)		

Experience

Experience of managing & supporting staff	X	
Experience in living or working in a cultural context other than their own	X	
Experience in working for the Red Cross/Red Crescent movement		X
Experience in working in low-resource settings		X

Skills/knowledge

Comfortable with both adult and pediatric patients	X	
Can deliver and supervise surgical care delivered in low-resource settings	X	
Competent in computer use (Windows, Microsoft Office, spreadsheets, word-processing, e-mail)	X	
Valid international driving license (manual gears)	X	
Fluent in English	X	
Working knowledge in French		X
Fluent in a language other than English		X
Skills in training facilitation, coaching and development of staff and volunteers		X

Competencies for all ERU members

Movement context, principles and values, National Society Capacity Strengthening, Community engagement and accountability, Protection, gender and inclusion, Collaboration and teamwork.	X	
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Hiring manager's name _____
Job title _____

Signature _____
Date _____