

## Job description NorCross Health ERU

<b>Job title:</b>	ERU General Practitioner (GP)
<b>Country of assignment:</b>	To be determined
<b>Duration of mission:</b>	4 to 6 weeks
<b>Reports to:</b>	ERU Senior Medical Officer (SMO)
<b>Responsible for (staff):</b>	ERU Inpatient, 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 respond to international emergencies. The ERU General Practitioner (GP), under the direction of the SMO is an active member of the ERU Management Team and 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.

The GP, is responsible for:

- The quality of clinical care for patients in the ERU Hospital or clinic
- Supervising the team of local medical doctors
- Maintaining an overview of all clinical activities in the hospital
- Addressing medical ethical matters
- Contributing to ERU operational planning and implementing the relevant clinical objectives
- Being accountable with other members of the ERU Management team and with the SMO to ensure proper functioning of the ERU
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### Key tasks and responsibilities

These are the keys tasks and responsibilities applicable to the General Practitioner in an ERU.

1. To undertake professional duties under direction of the ERU SMO
  2. To support the establishment and management of general medical care provided by inpatient at the hospital, in collaboration with nursing and medical team member
  3. To be responsible for ward rounds and consultations
  4. To be on call and be available for emergencies and triage
  5. Promote and maintain internationally-recognized standards of medical interventions, applying National protocols when available and/or World Health Organization (WHO)/MSF suggested protocols in the absence of National protocols
  6. Ensure efficient and appropriate use of available pharmaceuticals by both international and local medical and nursing staff, making necessary adjustments based on drug availability and drug-resistance patterns
  7. Plan and implement relevant teaching/training on above points for both international and local medical staff
  8. Filling out surveillance forms (HIS)
  9. Follow admission criteria
  10. Referral and/or transfer mechanisms are functioning
  11. 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.
1. Report on medical activities, including any relevant qualitative and quantitative data as requested by the SMO
  2. In case of absence, unavailability of SMO, carry out the tasks normally assigned to that position if requested
  3. Support the capacity of the Host National Society (staff and volunteers), when applicable
    - a. Work through the Host National Society
    - b. Identify opportunities with the HNS and act as a technical advisor when appropriate

## 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 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
2. Ensure effective working relationships with technical and service departments at the regional level and with the Geneva Secretariat:
  - a. CAP Team Health focal point or equivalent IFRC or ICRC Health focal point within operation
  - b. IFRC or ICRC Regional or Zone Emergency health coordinator (or closest equivalent)
  - c. IFRC or ICRC Emergency Health unit

## 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 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
<b>General</b>		
In good mental and physical health	X	
Discrete, professional and mature	X	
Strong communication, diplomacy and negotiation skills for work in a multi-cultural, multi-disciplinary context	X	
Strong analytical and organizational skills	X	
Capable of decision-making in conditions of uncertainty	X	

Able to work with limited resources, be innovative and effective 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 a medical doctor	X	
Tropical medicine course		X
Management Workshop (Provided by the Red Cross)	X	

**Experience**

Experience of managing & supporting staff	X	
Experience in living or working in a cultural context other than their own	X	
Experience in working in low-resource settings		X

**Skills/knowledge**

Comfortable with both adult and pediatric patients	X	
Can organize medical and surgical care in low-resource settings	X	
Skills in training facilitation, coaching and development of staff and volunteers	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	
Fluency in, or working knowledge of another language		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** \_\_\_\_\_