

## Job description NorCross Health ERU

<b>Job title:</b>	ERU Physiotherapist
<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
<b>Responsible for :</b>	ERU inpatient care, recovery phase,

### 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 Physiotherapist, is under the direction of the Team Leader is an active member of the ERU Management Team.

The Physiotherapist, will have an overview over the patient's treatment, follow up and recovery phase in and outside hospital in collaborations with other movement partners, delegates, national staff and volunteers, local health authorities and affected communities as part of team within the mandate of the RCRC Movement.

- The management, organization and overall quality of physiotherapy services given to patients in the ERU Hospital or clinic
- Overseeing the management of clinical support services (x-ray), in collaboration with the SMO
- Supervising and coordinating the team of both international and local nurses.
- Implementing National physiotherapy protocols/guidelines and/or similar WHO standards, ensuring their coherence and efficiency
- Contributing to ERU operational planning and implementing the relevant clinical objectives
- Being accountable with other members of the ERU Management team and with the Team Leader to ensure proper functioning of the ERU

### Key tasks and responsibilities

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

1. Coordinate the establishment and management of physiotherapy treatment for both adult and paediatric patient populations, provided within inpatient and outpatient departments in collaboration with both international and local nursing and medical team members:
  - a. Commonly required skills include the rehabilitation of fracture (traction and ex.fix), spinal cord injury (SCI), amputation, brain injury, burns (grafts and flaps), soft tissue injury and nerve injury. While respiratory skills are also likely to be required particularly in responding to floods. It is also important to have skills on splinting, wheelchair prescription, psychological first aid and disability inclusion
  - b. Communicate the referral and/or transfer mechanism for patients requiring specialized care outside the scope of the ERU health care services (established by the SMO) to both international and local nursing staff
  - c. Contribute to the establishment of admission criteria in close collaboration with SMO, and ensure these are communicated to local medical and nursing staff
  - d. Establishing early links with governmental or cluster-based coordination mechanisms is important. Coordinate admissions, referrals or discharges with Senior Medical Officer
  - e. Promote and maintain internationally-recognized standards of physiotherapy in the hospital; applying National protocols when available and/or World Health Organization (WHO) suggested protocols in the absence of National protocols
  - f. Early communication of rehabilitation capacity and referral pathways are essential and may impact upon triage and the medical or surgical management of severe trauma cases.
  - g. Rehabilitation and equipment provided should meet local and international standards and can be capable of being maintained or replaced locally.
  - h. Physiotherapist form a key link between disaster response and recovery phase and should play a role in rehabilitation capacity building and planning services delivery, accessibility and inclusion

- i. Plan and implement relevant teaching/training on above points for both international and local medical staff
2. Contribute to the elaboration and regular revision of the following emergency plans in close collaboration with the SMO and the ERU Management team:
    - a. Mass Casualty Incident (MCI) hospital triage plan
  3. Ensure that established ERU procedures and protocols are diligently implemented by the international and local medical staff, revising as needed based on the context:
    - a. Physiotherapy protocols are adhered
    - b. referral and/or transfer mechanisms are functioning
    - c. plan and implement relevant teaching/training on above point for both international and local medical staff
  4. Contribute to clinical team meetings chaired by SMO
  5. Report on physiotherapy and clinical support service activities, including any relevant qualitative and quantitative data, staffing needs etc. as requested by the SMO/TL
  6. Support the capacity of the Host National Society (staff and volunteers) and develop any other relevant skills where possible and applicable.

### **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 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.

<b>Personal specifications</b>		
	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	
<b>Education/Qualifications</b>		
IMPACT or BTC Course (provided by the Red Cross)	X	
Health ERU Training (provided by the Red Cross)	X	
Registered physiotherapist or member in good standing of an applicable association order in your country	X	
Management Workshop (Provided by the Red Cross)	X	
<b>Experience</b>		
Experience of management	X	
Experience in living or working in a cultural context other than their own	X	
At least one deployment ERU deployment physiotherapist	X	
Experience in working in low-resource settings	X	
<b>Skills/knowledge</b>		
Clinical skills of both medical and surgical adult and pediatric patient populations	X	
Can both deliver and supervise nursing care delivered 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	
Working knowledge in French		X
Fluent in a language other than English		X
<b>Competencies for all ERU members</b>		
Movement context, principles and values, National Society Capacity Strengthening, Community engagement and accountability, Protection, gender and inclusion, Collaboration and teamwork.	X	

**Hiring manager's name** \_\_\_\_\_  
**Job title** \_\_\_\_\_

**Signature** \_\_\_\_\_  
**Date** \_\_\_\_\_