



CARE SOUTH SUDAN



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Approved by
S/Superior of Labour

9/3/2023

CARE South Sudan is an International NGO working in South Sudan. CARE and its partners work with vulnerable communities to address the underlying causes of poverty and promote peace and development, through its strategic goal to reduce poverty by empowering women, enhancing access to resources and services, and improving governance.

Position:	Surgeon
Department:	Health
Location:	Pariang Hospital
Reports to:	Area Manager
Provides supervision to:	As designated by the supervisor

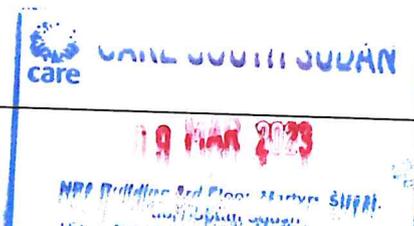
Purpose of the Job

The Surgeon will be the Medical focal point for Pariang Hospital including overall responsibility for all surgical case management. Pariang hospital is supported by CARE under the UNHCR and UNICEF/World Bank CERHP projects with a main objective to deliver quality integrated secondary level health care interventions. The surgeon will be responsible for the overall management, implementation, and monitoring of surgical aspects of the project inside the Pariang hospital. The surgeon is responsible for Performing surgical procedures to address various medical needs for their patients, examine patients and make diagnoses to determine the need for surgery and Review patient medical history and plan the best procedure for treatment.

The General Surgeon is expected to perform operations, to treat or prevent diseases, repair damage caused by injuries, and improve the functions of the human body using different surgical interventions as appropriate. The surgeon assesses patients and explains different diagnostic tests that are performed including possible side effects and associated risks involved.

Specific Responsibilities:

- Coordinate patient assessment for emergency and surgical assistance.
- Evaluate and advise patients on the benefits and risks involved with surgical interventions as applicable .
- Perform surgical procedures to save lives, prevent or correct injury, disease, deformities, and patient function while adhering to standard regulatory and ethical protocols.
- Follow established surgical techniques during surgery.



- Prescribe preoperative and postoperative treatment and procedures.
- Ensure adherence to standard surgical procedures in the operating room, including sterilization, handling of all equipment and instruments.
- Direct and coordinate activities of hospital staff for proper patient care
- Oversee all treatment prior to and post-surgery, and identify and manage any associated risks before, during and after surgical procedures.
- Maintain the highest regard for patient dignity and observe the precepts of the universal Patient rights.
- Plan and execute disease/illness prevention and health promotion programs.

Project implementation:

- Manage the filing, maintenance of all patient records in accordance with HIPAA practices.
- Provide preoperative diagnosis of patients, perform the necessary emergency or elective surgery, and provide postoperative surgical care and treatment.
- Educate in treatments and surgical procedures for patients with problems regarding their heart and lungs.
- Establish, implement and monitor surgical departmental Key Performance standards aligned to MOH SS/WHO SOP.
- Provide general surgical services to rural community.
- Perform processing of blood auto-transfusion and follow established procedures during surgery.
- Oversee pre-operative care, post-operative dressings and appointment scheduling, examinations.
- Assist doctors with surgeries and non-invasive procedures.
- Experience in setting up sterile fields and assisting doctor within office procedures, suture/staple removal as well as cast removal.
- Educate patient and family in helping them make lifestyle changes that contribute to recovery and post operative care.

Monitoring, Evaluation, Accountability, and Learning (MEAL): Coordinate with monitoring, evaluate, accountability and learning team to ensure efficiency, accountability. Including but not limited to:

- Work with MEAL team to develop a monitoring and evaluation framework for projects, reviewing and documenting the progress of implementation accordingly with analysis on trends in Health.
- Conduct regular review of HMIS and DHIS reports and raise flags where project data falls outside the expected. Support MEAL team to follow up on indicator tracking with Managers.
- Compile reports using standard reporting tools/formats and graphical summaries, to generate high quality donor reports.
- Ensure adequate documentation and filing of patient records and treatment outcomes.
- Ensuring that detailed quarterly and annual work plans, and activity budgets are developed and used in order to deliver against all aspects of the project strategic plan.
- Use the Accountability to affected population (AAP) frameworks in place, coordinate and provide beneficiary feedback against services provided.
- Ensuring that CARE's projects are implemented under the guidance of project proposal and the needs and capacity of the participating communities in target areas.
- Support staff mentorship, on job training and Continuing medical education for staff at the Hospital



Representation, liaison, and coordination to represent CARE South Sudan to the government authorities and other key players in Health and nutrition supporting other Accountable managers for organising Projects/Program visits and events ensuring that all the necessary arrangements are in place for such a visit; Including but not limited to

- In liaison with supervisor and other Accountable managers, represent projects to local stakeholders are fully appraised of project activities.
- Liaise with technical counterparts in government and other humanitarian organisations and coordinate project activities as required by supervisor.
- Participate in health Cluster activities and other coordination meetings at state level; and representing CARE South Sudan in those meeting in consultation with the sector coordinator and Area manager.
- Work with the Ministry of Health in monitoring community Health status, trends and contribute to policy implementation related to SRMH and ensuring this is in line with CAREs International overall approach.
- As assigned by supervisor, representing CARE in relevant technical working groups; where requested, representing CARE at regional and global health Sectors.
- Keep up to date with standards of professionalism and CARE's expectations always concerning personal behaviour and values and acting accordingly.

Managing Resources: Manage Project resources ensuring efficient usage and high standards of accountability: Including but not limited to

- Keep up to date with CARE South Sudan's financial, procurement and compliance systems and procedures and best practice in managing resources; and with Donor requirements concerning resource utilisation
- As required, working closely with the supervisor in the preparation of cash projections on a quarterly and monthly basis and ensure services and products providers are paid on time.
- Review monthly and quarterly expense reports prepared by CARE South Sudan Finance team and work with Managers to provide feedback and comments where necessary to the supervisor and the finance team.
- Ensuring that Health project teams have all required supplies including medicines; follow up with CARE's procurement and UN pipeline managers to ensure that supplies and requested and delivered in time. Follow up with respective managers for timely stock reporting.

Problem Solving

This position falls under level 3 in terms of the complexity, problem analysis definition and solving required. The incumbent will be required to find creative solutions to pressing challenges in discussing peace activities to strengthen community participation and accountability at CO in midst of a conflict.

Required Qualifications and Experience

- Medical Professional (MD, RN, RM,) and a minimum of four years' work experience in provision of surgical services.
- Proven work experience as a General Surgeon or similar role
- Fantastic manual dexterity, hand-eye coordination, and visuospatial awareness
- Superb organizational and time management skills
- Excellent decision-making skills and communication
- Ability to work under pressure in a fast-paced environment.
- Emotionally resilient with the ability to make patients feel at ease.
- Great management, people and leadership skills



- Relevant training and/or certifications as a General Surgeon

Desirable

- Previous experience working in South Sudan
- Minimum of 4 years work experience in Health
- Knowledge and in particular interest in South Sudan
- Good writing and communication skills
- Experience in coordination roles

Experience

- Strategic technical and intellectual skills in Project/Program management
- Leadership, negotiation, facilitation, advocacy, and conflict resolution skills
- Strong managerial and coordination skills, with good relationship management skills including ability to coordinate working with diverse teams.
- Demonstrated ability to operate effectively in a highly complex organizational context.
- Demonstrated ability to live and work in challenging environment
- An understanding of inclusive community involvement in the delivery of services
- Excellent interpersonal skills and demonstrated ability to interact professionally with culturally and linguistically diverse group of people.
- Excellent communication (both oral and written English)
- Excellent writing skills, especially in the preparation of official documents and reports
- Good organizational and planning skills with attention to details.
- Experience in providing support to partners and in particular senior Government Officials
- Experience in working within tight budget.

Key Relationship:

- Clinical staff
- Hospital Administrator
- County Health Department and other relevant stakeholder
- Internal Departments such as Procurement, Hospital administrator, HR, Admin, IT, ETC
- State Ministry of Health

Working Environment / Conditions:

- Work environment: Field based.

HOW TO APPLY

The position will be based in **Pariang**. This position is ONLY open to South Sudanese Nationals. Opening Date **09th March 2023** and Closing date for receiving application will be **28th March 2023**.

Applications and CVs should be delivered to jobs.southsudan@care.org: OR hand delivery to **Pariang CARE Field Office**.

CARE is an Equal Opportunity Employer, promoting gender, equity and diversity and women candidates are strongly encouraged to apply.



Attention!!!

CARE South Sudan has a **ZERO TOLERANCE** approach to any abuse to, sexual harassment of or exploitation of a vulnerable adult or child by any of our staff, representatives, or partners. CARESS expects all staff to share this commitment through our Safeguarding Policy and our Code of Conduct. They are responsible for ensuring they understand and work within the remit of these policies throughout their time while at CARE

