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**PUBLIC ADVERTISEMENT FOR VACANCY
OF Hospital General Maintenance Worker**



CUAMM – Doctors with Africa is looking for one motivated and experienced Hospital General Maintenance Worker to support the activities of the organization in Lakes State. The candidate will be based at the County Hospital and operative in Yirol West County principally within Yirol hospital

Minimum Required Qualification

- Basic School, at least Primary 8 (secondary school certificate may be considered an added value);
- Good knowledge of English (written and spoken);
- Fluency in the main local languages.

Other basic requirements

- Preferable previous experience with INGOs or NNGOs in the same or similar position;
- Basic competence in mechanics;
- Capacity to maintain good relations with institutions (local counterparts, public and private organizations, suppliers);
- Deep knowledge of Lakes State territory;
- Motivation to work with an international non-profit organization.

Main tasks and responsibilities:

- Perform general repairs that do not require a specialized technician on equipment, utility systems and infrastructures including:
 - generators;
 - electrical systems (e.g working on damaged electrical wiring when a shortage or severed wire occurs);
 - plumbing systems (e.g repairing broken or leaking plumbing to avoid water damage and restore full use of water fixtures);
 - minor interventions such as repairing draywall, painting, repairing doors, etc.
- Check and verify the air condition system, especially in the Operation Theatre (FGAS pressure and quantity, filter, condense, etc) and maintaining the building HVAC equipment in order to keep climate control in the facility functioning properly;
- Conduct routine hospital maintenance rounds and document the functionality of equipment, utility systems and infrastructures including:
 - inspecting and identifying equipment or machines in need of repair;
 - troubleshoots issues to determine necessary repairs;
- to ensure timely reporting of scheduled and emergency maintenance needs for equipment;
- applying preventative measures to the building to reduce the risk of future problems, such as using a sealant on a flat roof;
- to timely request for parts and supplies to ensure quick repair of broken equipment, doors, locks, plumbing, and electrical systems;
- to proactively respond to emergency calls relating to essential hospital equipment and utility systems outside the normal working hours, especially at night time;
- to ensure preventive measures are undertaken to protect hospital equipment and utility systems from theft, vandalism, and damage from adverse weather conditions;
- works with and monitors works undertaken by outside contractors to ensure safe and timely completion, and in accordance with the expected standards.



*Approved for
RRC Commission
Yirol West County*

SECURITY: Insecurity was a routinely reported challenge across all the three counties. There were records of IP/CHD put at gunpoint in YW and YE. In YE the insecurity along the road from Adior to Kerei has made impossible to reach Shambe PHCU for supportive supervisions, similarly to what experienced in YWY for Wouwou PHCU, Agaany PHCU, Pandit PHCU, Aluakluak PHCC. Agaany PHCU was attacked by unknown armed men on the 31st of January 2021, and since then the staff relocated to a nearby area in the community and are providing all the routine services from a temporary shelter. Because of the persistence insecurity in Anuol area, it has been very challenging to retain a qualified staff and the same problem has been faced in Awerial county, where insecurity in Bunagok area has caused three staff to leave the PHCC, paralysing its operations for some months, up to when the IP and CHD managed to conduct recruitment to replace the resigned personnel.

LEGISLATION/POLICIES: Rumours on coming update of staffing requirements and incentives scale have contributed raising staff expectations, with personnel resuming blames and complaints against the current human resources management and remuneration system, showing an increasing demotivation and dissatisfaction. Actually, high staff turnover was observed during the project year for several reasons, insecurity and dissatisfaction with the harmonized incentive scale being among others. CUAMM has asked HPF to formally communicate no changes are forecasted, trying to restore a certain order, functional to routine activities implementation and service delivery. In the past months, tension had raised on similar topics, when MoH communicated new requirements to comply with to confirm existing staff qualifications and titles. Not all existing staff might be in conditions to produce the asked documents, their eventual replacement might be quite challenging, being difficult to find enough qualified staff within local communities and being external candidates not always at their ease.

DISEASE OUTBREAK: COVID-19 has negatively impacted the project activities, resulting in postponement of several activities and being one of the likely causes behind the significant drop in the total number of outpatient curative consultations observed in comparison to the previous project year. The outbreak reached Yirol Town as well, with the first case detected at Yirol Hospital at the end of January 2021. Activities were suspended, while tensions raised amongst Yirol Hospital personnel, fearing the risk of being exposed to the contamination and therefore refusing to be engaged (refusal being motivated also making reference to the lack of specific allowances). The coming to Yirol of State Task Force representative and CUAMM detailed plan to create the conditions for eventual cases prompt detection and safe management contributed to restore a certain calm and to ensure adequate response. CUAMM/Hospital Management/CHD managed to set up a temporary isolation unit for COVID-19 case management (until the opening of the Infectious Disease Unit) and have successfully handled cases, while intensive sensitizations and health educations were carried out through radio talk shows and jingles, at facility level by facility staff, and at community level by BHWs. These efforts have averted possible devastating impacts of the outbreak in Yirol. In YE, additional care was put on Wash and IPC related measures because of the fear, related to flooding and IDPs presence, of cholera outbreak resurgence. These activities have been quite effective and such risk resulted mitigate. Further, there were suspected cases of rift valley fever (RVF), with patients presented with bleeding to Yirol Hospital with records of death. However, all the samples collected and tested turned out negative. Samples collected from livestock in YE showed confirmed cases of Brucellosis. These disease events show how the Lot is prone to outbreaks and raises the need for emergency preparedness and response. Thanks to the support from HPF that enabled the renovation and opening of the Infectious Disease Unit at Yirol Hospital, cases of disease outbreak can now be managed in a better set up.

POLITICAL DYNAMICS: CUAMM maintained the usual dialogue with CHD and still acting SMOH to guarantee smooth implementation of services and activities: In YE and YW, CUAMM-CHD effective cooperation is being affected by certain members' refusal of complying with their duties, as way to protest for the missed remuneration expectations. Acting Director General (DG) has been engaged to remind CHD staff about their role implications, however with poor results; hopefully, as soon as the new State leadership will be defined and institutional hierarchy recovered things will improve. Further, CUAMM tried to enhance Hospital management team for it to share some of the CHD functions for what concern Hospitals matter (as data entry).

ENVIRONMENT: The extended rainy season with heavy flooding, coupled with insecurity, has resulted in huge influx of internally displaced people (IDP) to AW and YE, bringing an additional burden to the facilities, already struggling because of the limited resources. In an appreciable and quick response to the disasters, the IP has managed to establish mobile clinics to provide an immediate assistance for the needy communities. Subsequently, the IP secured dedicated funds through SSHF, which has greatly supported the overwhelmed

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health system. The flooding had also effects on supported facilities as it has made difficult to access certain of them for supportive supervisions (as Shambe PHCU in YE, Anuol PHCC and Mageng PHCU in YW). Shambe PHCU was evacuated and moved to a different sites, to keep working in a safer and more adequate setting. The CHD office of AW also sustained a damage from the flooding of 2020, resulted in the staff operating under a tree. This has also made collocation with IP difficult.

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All interested candidates are requested to submit the following documents **by August 30th, 2022** to CUAMM Administration office in Yirol or through email: a.leggio@cuamm.org

- Application letter;
- Complete Curriculum Vitae (CV) including contacts and references;
- Recommendation letter(s);
- Photocopy of the ID card;
- Photocopy of school certification or certification related to the job.
- All other relevant professional certificates.

The candidates who are found suitable for the position will be called to an **interview** which will be held in CUAMM office in Yirol. According to the number of candidates the oral and written interview will be conducted after the closing date

For any other information, the candidate can contact the following people:

- CUAMM Yirol Logistic Assistant, John Maker: +211 92 9991264

Applications should be directed to CUAMM Yirol office **by 30/08/2022**



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