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# Terms of Reference

**Date:** June 30, 2025

**Title:** Clinical Officer / Pediatric Nurse (15 Positions) for South Sudanese Nationals Only

**Client:** IMA WORLD HEALTH (MOMENTUM Integrated Health Resilience Program)

**Location**: This position is expected to be based in Bor, Juba, Magwi and Yambio .

**The Organization:**

IMA World Health, which is part of Corus International, has been present in South Sudan since 2008. Corus International is the parent of a family of world-class organizations working to deliver the holistic, lasting solutions needed to end extreme poverty once and for all. We are a global leader in international development, with 150 years of combined experience across our brands. Our nonprofit and for-profit subsidiaries include IMA World Health and its fundraising brand Corus World Health, Lutheran World Relief, CGA Technologies, Ground Up Investing, and Farmers Market Brands. In South Sudan, Corus operates under IMA World Health. Our more than 600 employees around the globe are experts in their fields and dedicated to helping the world’s most vulnerable people break the cycle of poverty and lead healthy lives.

At Corus we believe that good only grows stronger, and we reflect that belief in our workplace culture. We value every employee’s specialized area of expertise and nurture professional growth. We promote an engaging and supportive work environment, where employees feel enabled and driven to innovate, learn, and collaborate. And because our subsidiaries often function as partners, our employees could work across our enterprise family.

Corus is committed to diversity, equity and inclusion in our worldwide workplace, and we believe that social justice and respect for the human dignity of every person are fundamental to all we do as an organization.

**Position Summary:**

The Clinical Officer/ Pediatric Nurse will be working under the overall supervision of the MNH Program Manager and to a multidisciplinary team at South Sudan Office and Headquarters that will ensure the technical quality and implementation of USAID funded Maternal, Newborn Health lifesaving interventions in 15 Momentum Integrated Health Resilience (MIHR) supported health facilities (HFs) in Bor and Yambio States Hospitals, Magwi County Hospital, Abbara, Bazugua, Three Angles, Obbo, Gurei, Gumbo, Kimu, Munuki, Pariak, Nyakuron and Yambio PHCCs in Juba, Bor South, Magwi and Yambio counties.

He/she will also provide lifesaving comprehensive care to newborns and children under-five, , focusing on identification of the very sick children coming at the outpatient clinic, preventing and managing complications on daily consultaion including, refferal of the critical cases to advance care. Working with the health facility incharge to set up special under five clinics for rapid consultation of the very sick children.

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## **Responsibilities:**

## **Lifesaving services delivery activities (80%).**

**Routine healthcare services for Under-five (U5):**

* Conduct daily routine health education in all service delivery points/ under-five clinic on childhood danger signs, importance of early seeking for health services including the importance of vaccination for all the under-five children.
* Provide health education on the importance of growth monitoring through weight measurement, MUAC screening for nutritional status, feeding practices and exclusive breastfeeding.
* Conduct daily triage for all the under-five children for early identification of critically sick children and provide urgent consultation and management.
* Conduct daily consultations and clinical examinations to diagnosis and manage the major causes of child deaths (Malaria, Pneumonia and Diarrhea) including other childhood illness for all the under-five children.
* Ensure all under-five children are attended to and provided with the necessary assistance.
* Attend to children coming with severe childhood illnesses including urgent referrals.
* Follow the MOH guidelines in diagnosis, treatment and management of common childhood diseases
* Prescribe the correct medications as per the MOH guidelines/ IMNCI chart booklet.
* Conduct daily identification of unimmunized children and those who had defaulted from immunization at the under- five clinics and refer them for immunization within the facility.
* Ensure all the under five children are screen for their nutritional status including referral of the malnourished children or those at risk to the stabilization centers.
* Screen for and initiate the management of small and nutritionally at-risk infants under 6 months and their mothers (MAMI)

**Emergency Care:** Responds to and manages complications such as severe pneumonia, severe malaria and dehydration among other childhood illnesses and timely referral.

**Newborn Care:** Provide essential newborn care, including assessment and management for any complication such as neonatal sepsis and early referral for further management.

**Collaboration and Teamwork**: Works collaboratively with other healthcare professionals, including doctors, nurses, midwives, laboratory technicians, and boma health workers.

**Data Collection and Reporting:**

* Maintains accurate records of patient care and reports on health outcomes.
* Reviewing to ensure completeness of patient’s files and taking the appropriate action
* Ensure and report on monthly service delivery data collection as per MIHR selected indicators to enhance quality improvement and accountability for funding support.

**Team management:**

* In coordination with facility liaison staff, facility in-charge and other IPs within facility and at the County at large
* Report on all the server cases diagnosed, managed effectively including the referred for further management

**Provide continues support**: To deliver quality lifesaving intervention, continued support is required on performance improvement for the other clinical staff at the facility involved in child health activities including interns.

**Reporting:**

* The Clinical Officer/ Pediatric nurse reports to the Facility In-charge/MIHR Facility Liaison staff in any services provision related issues.

He / She will report any technical issues directly to the MIHR MNCH Project Manager and submits monthly service delivery data reports to MIHR Monitoring and evaluation officer.

**Clinical Expertise:** Demonstrates strong clinical skills in managing all the childhood illnesses including coordination and timely referral for urgent/ complicated cases.

**Problem-Solving and Critical Thinking:**

* Demonstrates the ability to assess situations, make sound judgments, and implement appropriate interventions.
* Communication and Interpersonal Skills:
* Communicate effectively with patients, families, and other healthcare professionals.

**Cultural Sensitivity:** Demonstrates respect for cultural differences and provides culturally appropriate care.

* Adaptability and Resilience: Works effectively in challenging and stressful situations.
* Perform other duties and responsibilities as requested by the line manager.

**Administrative (10%):**

* Perform day-to-day services provision in facility assigned under-five clinics, immunization units with regards to standard operating procedures, monitoring tools, and quality standards for newborn and child health outcomes.
* Working closely with facility in charge and MNH Project Manager to organize on-site coaching and monitoring of MNCH lifesaving activities.
* Maintain all administrative files such as monthly reporting tools, Pediatric registers, immunization cards IMNCI Chart booklet, supplies and distribution lists, and other health related documents and tools.
* Support in ensuring the availability of Child health commodities such as essential medicines (Antibiotic, Antimalaria, ORS, Zinc among other essential CH commodities for lifesaving at the health facility.

## **Assets management (10%):**

* Ensure that a copy of the IMA assets and commodities distribution list that are available in the facility is submitted to the Facility liaison staff and a copy to IMA logistic officer.
* Ensure the safety and accountability for IMA equipment in maternity, Child health and immunization units.

**Competencies:**

* Ability to work both in a team and autonomously, taking initiative to identify needs, challenges, and way forward.
* Strong communication and collaboration skills
* Team management and teamwork skills

1. Delivering technically sounds results and deliverables in a timely manner.
2. Planning and decision making
3. Relationship-building
4. Creativity and Innovation

**Problem-Solving:** Ability to identify issues and develop effective solutions.

**Attention to Detail:** High level of accuracy and attention to detail in all tasks

**Time Management:** Efficient time management skills to meet deadlines such as reporting.

**Key deliverables:**

* Newborn and child health lifesaving services delivered
* Adherence to standards of quality of care in child health
* Gaps related to IPCs, and essential medicine are addressed to ensure quality lifesaving intervention
* Child health, nutrition screening and immunization service data reported on monthly basis using MoH Save motherhood including (immunization and nutrition) in the summary report tool.
* MNCH lifesaving commodities delivered by IMA accounted for every month and reported
* Monthly time sheet, invoice completed and submitted together with service data and commodities report to MNCH Project Manager copying Grant and Compliance Manager and M&E Officer.
* Attend to donor visit whenever requested.

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**Abilities:**

* Team Collaboration: Ability to work effectively within a team and collaborate with other departments.
* Adaptability: Flexibility to adapt to changing priorities and work environments.
* Leadership: Ability to lead and manage a team, if required.
* Ethical Conduct: Commitment to maintaining high ethical standards and integrity in all dealings.

**Knowledge, Skills, and Abilities:**

* + Minimum of five (3 to 5) years of experience working in humanitarian settings preferable in the field of child health providing routine services provision on lifesaving for newborn and children under five.
  + Capacity building of health workforce, experience working with national Health systems, planning and managing health care workers in child health
  + Experience with implementation of MNCH lifesaving projects, including data collection and reporting.
  + Familiarity in communicating technical and/or complex information in a clear and articulate manner to diverse- audiences.
  + Possess excellent interpersonal, negotiating, intercultural communication skills for the dissemination of information and advocacy activities and political acumen.
  + Proven skills in managing large data sets and report writing.
  + Languages: Proficiency in spoken and written English Language. Working knowledge of the Arabic language is an asset.

## **Education & Experience:**

* Diploma in Clinical medicine or Nursing from a recognized institution
* At least two to three years of previous work experience in a primary health care Center
* Trained in IMCI approach including knowledge on immunization and nutrition screening.
* Experience working in child health programming platforms (under-five consultation, immunizations services and nutrition screening).
* Excellent verbal and written and communication skills.
* Totally self-reliant and disciplined to follow through on assigned duties with minimal supervision.
* Excellent time management
* Demonstrated versatility and integrity.
* Ability to work in a professional manner with fellow staff members, visitors, and the public.

Interested applicants who meets the above criteria should submit applications to southsudanprocurement@imaworldhealth.org or Hand deliver to IMA WORLD HELTH Head office at Goshen House Gate 1 Opposite Ministries on Airport Road not later than **July 10th, 2025 at 5.00Pm**

Clearly label the location (County) you are applying for.

Because of the need, applications will be reviewed on rolling basis

IMA adheres to diversity, Equity, Inclusion and Zero Tolerance to Abuse