



International Organization for Migration (IOM)
The UN Migration Agency

SVN-2023-077

Position Title : **Migration Health Nurse G5 - Unit MDH (2 positions)**

Duty Station : **San José, Costa Rica**

Classification : **G5**

Type of Appointment : **Special Short Term, 6 months**

Estimated Start Date : **As soon as possible**

Closing Date : **February 6th, 2024**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

The International Organization for Migration (IOM) does not discriminate on the basis of disability, age, gender identity and expression, sexual orientation, nationality, racial identity, religious beliefs, among others. IOM is committed to a diverse and inclusive environment and therefore its staff come from a wide range of socio-economic backgrounds and world perspectives. Candidates from women, people of African descent and LGBTIQ+ people who are qualified and meet the requirements of each vacancy are especially encouraged.

IOM is committed to a diverse and inclusive environment. Applications from qualified female candidates are especially encouraged. For the purpose of the vacancy, the following candidates are considered as first-tier candidates:

1. Internal candidates
2. Qualified applicants from the following NMS countries:

Algeria, Angola, Antigua and Barbuda, Bahamas, Belize, Benin, Burundi, Cambodia, Cape Verde, Cameroon, Central African Republic, Czech Republic, Comoros, Djibouti, El Salvador, Gabon, Gambia, Guyana, Holy See, Iceland, Israel, Lesotho, Libya, Luxembourg, Madagascar, Maldives, Malta, Marshall Islands, Montenegro, Micronesia, Mongolia, Namibia, Nauru, Papua New Guinea, Paraguay, Republic of Congo, Saint Vincent and the Grenadines, Samoa, Seychelles, Somalia, Suriname, Swaziland, Tanzania, Timor Leste, Togo, Trinidad and Tobago, Vanuatu, Venezuela, Vietnam, Yemen

3. External female candidates.

Organizational Context and Scope

Under the overall supervision of the Chief of Mission (CoM) and the direct supervision of the Senior Migration Health Physician (SMHP), the successful candidate will be responsible for the carrying out the following duties and responsibilities in relation to the Migration Health Unit (MHU) in Costa Rica.

1. Perform daily nursing activities in the Migration Health Assessment Clinic (MHAC) to fulfil the technical requirements of the resettlement countries in the areas of:
 - a. Medical examinations,
 - i. Such as checking vital signs, weight, height, visual acuity;
 - ii. Blood, urine or sputum collection as required;
 - b. Imaging;
 - c. Laboratory testing;
 - d. Vaccinations;
 - e. TB management;
 - f. Treatment and referrals;
 - g. Pre-departure procedures and medical movements;
 - h. Documentation, certification and information transmission; and,
 - i. Other technical areas as may be required.
2. Provide information and detailed explanations to the migrants and/or refugees in relation to:
 - The migration health assessment process; and,
 - Treatments and referrals.
3. Ensure proper identification and follow-up by:
 - Comprehensive history taking;
 - Accurate and thorough Biodata collection;
 - Ensuring ID verification for each step of the health assessment process; and,
 - Keeping a register of applicants who undergo health investigations and testing.
4. Follow and implement the Health Assessment Programme's check lists and SOP's and maintain standard universal precautions within MHAC.
5. Verify samples of sputum, blood or others are properly transported to the laboratory or previously designated location.
6. Maintain and monitor the MHAC pharmacy, stock, medical kits and emergency kits within the MHAC and for medical escorts if applicable.
7. Provide pre and/or post counselling to migrants or refugees on TB or HIV education, prevention and management as appropriate.
8. Prepare administrative reports and program updates as necessary.
9. Support the planning and execution of mobile missions if applicable.
10. Assist with pre-departure documents, briefings and preparations as necessary.
11. Perform medical escort duties when required to ensure migrants receive continued care throughout all phases of migration (before departure, during the journey and at the final destination).
12. Maintain collaborative relationships with various partners to facilitate the follow up and relevant information sharing. Partners include internal IOM

departments, other health providers, panel physicians, embassies other UN agencies or NGO's and others as applicable.

13. Collect statistical information and share with the Senior Migration Health Nurse or CMHO as per preset and agreed upon format.

14. Perform other duties as may be assigned.

Required Qualifications and Experience

The incumbent is expected to demonstrate the following technical and behavioral competencies:

EDUCATION AND EXPERIENCE

- Bachelor's degree or Diploma in Nursing from an accredited academic institution in Nursing in countries where the Diploma allows to fulfil the full scope of responsibilities defined in PDs.
- For Bachelor's Degree holder a minimum of three years of relevant clinical experience and for Diploma holder a minimum of five years of relevant clinical experience.
- Excellent technical skills, including in phlebotomy.
- Training or working experience in the areas of Tuberculosis management, mass immunizations, communicable diseases, laboratory testing or public health is an advantage.
- Knowledge of and experience in clinical nursing.
- Excellent bedside manner.
- Knowledge of principles of preventive care and disease control.
- Knowledge of and experience in implementation of patient safety and infection prevention and control.
- Computer literacy required: MS Office suite (Word, Excel, Access)

Skills

- Organizational skills;
- Communication skills.

Languages

REQUIRED

For all applicants, fluency in English and language of country where incumbent is working are required (oral and written).

DESIRABLE

Working knowledge of Spanish

Salary

993,000.00 colones

Required Competencies

The incumbent is expected to demonstrate the following values and competencies:

Values - all IOM staff members must abide by and demonstrate these three values:

- Inclusion and respect for diversity respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies – behavioural indicators level 1

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring, and motivational way.

MANAGERIAL COMPETENCIES - Behavioral indicators – Level 1

- **Leadership**: Provides a clear sense of direction, leads by example, and demonstrates the ability to carry out the Organization's vision. Assists others to realize and develop their leadership and professional potential.
- **Empowering others**: Creates an enabling environment where staff can contribute their best and develop their potential.
- **Building Trust**: Promotes shared values and creates an atmosphere of trust and honesty.
- **Strategic thinking and vision**: Works strategically to realize the Organization's goals and communicates a clear strategic direction.
- **Humility**: Leads with humility and shows openness to acknowledging own shortcomings.

How to apply:

The candidate should send his/her application **through the following Microsoft Form**: <https://forms.office.com/e/b3qKdNsg31>.

The form will request vacancy code, position title, duty station, grade, and unit. Please complete as it follows:

- **Vacancy Code: SVN-2023-077**
- **Position Title: Migration Health Nurse**
- **Duty Station: San Jose, Costa Rica**
- **Grade: G5**
- **Unit: MHD**

Candidates must submit their offer by **February 6th, 2024**. No applications will be considered after this date.

Any application not presented using the Microsoft Form, will not be taken into consideration.

In case of receiving applications from foreigners living in Costa Rica, they must have a valid work permit.

Only short-listed candidates will be contacted.

You can check the Post Description on <https://costarica.iom.int/es/vacantes>.