



Surge Response Role Profile (Health)

Job Title	Emergency Room Specialist (Medical Doctor)
Classification Level	D - Technical support and expertise
Immediate Supervisor's Title	To be completed by line manager
Number of Direct Reports (if applicable)	To be completed by line manager
Number of Indirect Reports (if applicable)	To be completed by line manager

Job purpose

The Emergency Room Specialist works as part of the ICRC or the IFRC medical team and ensures that all medical and surgical emergencies as well as weapon wounded, are treated in a timely and correct manner according to the internationally recognised standards and protocols. The Emergency Room Specialist is involved in hospital structures in often scarce resources and in challenging security environments. S/he participates to the organisation and management of the emergency department, with local health stakeholders. S/he will be the clinical referent for all activities in the emergency unit of the hospital.

Role (Job Requirements)

Job duties and responsibilities

1. Organises and manages the hospital emergency room/unit
2. Ensures triage of patients in order for patient to receive appropriate care in due time
3. Provides and ensures that the best patient care is given through emergency case management, protocol implementation and ensuring compliance with medical ethics
4. Coordinates the patients follow up with the required specialists
5. Participates, as a major player, in the implementation of the contingency emergency plan in case of a major influx of patients
6. Establishes and/or evaluate the Mass Casualty Incident Training with the medical team
7. Coordinates efficiently all the activities of the emergency room with the hospital team and the local health stakeholders
8. Identifies additional needs to ensure complementary clinical training for the health personnel
9. Implements quality assurance tools to ensure compliance with medical standards, policies, guidelines and protocols
10. Ensures quality of care through regular staff training, meetings and evaluations
11. Coordinates data collection, analysis, monitoring and reporting to improve the quality of care

Duties applicable to all staff

1.	Actively work towards the achievement of the organisation's goals
2.	Abide by and work in accordance with the Red Cross and Red Crescent principles
3.	Perform any other work-related duties and responsibilities that may be assigned by the line manager

Profile (Position Requirements)

Education	Required	Preferred
Degree in Medicine	⊙	
Valid license to practice in your country of residence	⊙	
ATLS or ETC certification or ATLS or ETC-refresher course, from within the last 5 years	⊙	
Health ERU Training (provided by the Red Cross)		⊙
Experience	Required	Preferred
At least 5 years' experience in post Emergency specialty degree	⊙	
Significant experience in management of emergencies and trauma cases	⊙	
Comfortable with conducting resuscitation in ICU and recovery room in limited resources settings	⊙	
Experience of setting up an ER or intensive care unit, and technical inputs for complex cases		⊙
At least 2 years of professional experience in working in low-resource setting in a cultural context other than your own	⊙	
Knowledge & Skills	Required	Preferred
Comfortable with treatment of both adult and paediatric patients	⊙	
Can organize and manage the emergency care in low-resource settings	⊙	
Skills in training facilitation, coaching and development of staff and volunteers	⊙	
Strong interpersonal skills	⊙	
Good understanding of the Red Cross and Red Crescent Movement	⊙	
Sensitivity to cultural, ethnic and gender diversity	⊙	
Able to adapt to harsh living conditions and/or unstable security environment	⊙	

Core Competencies	Tier 1	Tier 2	Tier 3
Movement context, principles and values	⊙		
The Movement in the humanitarian sector	⊙		
Direction setting and operational objectives	⊙		
Safety and security	⊙		
Community engagement and accountability	⊙		
Protection, gender and inclusion	⊙		
Environmental sustainability	⊙		
Collaboration and teamwork	⊙		
Conflict management	⊙		
Interpersonal communication	⊙		
Cultural awareness	⊙		
Judgement and decision making	⊙		
Motivation	⊙		
Personal resilience	⊙		
Integrity	⊙		

Languages	Required	Preferred
Fluently spoken and written English	⊙	
Good command of at least one more IFRC official language (French, Spanish or Arabic)		⊙