



Surge Response Role Profile (Health)

Job Title	Paediatrician
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 Paediatrician works as part of the ICRC or the IFRC medical team and ensures that all ill children are treated in a timely and correct manner according to the internationally recognised standards and protocols. The Paediatrician is involved in hospital structures in often scarce resources and in challenging security environments. S/he will be the clinical referent for all activities in the paediatric unit/wards.

Role (Job Requirements)

Job duties and responsibilities

1. Monitor the proper functioning of the unit/wards and its patient flow; provide advice on the organisation of paediatric wards, including admission, transfer and discharge criteria
2. Organises and provides integrated newborn and paediatric care through emergency, outpatient and inpatient unit/wards services
3. Responsible for paediatric ward rounds and consultations
4. Treats cases of malnutrition in line with protocols and universal precautions
5. Keeps patients and families informed of the treatment to be followed, checking that they have understood
6. Ensures that professional autonomy and confidentiality are respected, and demonstrate a good attitude and bedside manner towards patients and their caregivers
7. Coordinates efficiently all the activities of the paediatric unit/ward and its patient flow with the hospital team and the local health stakeholders
8. Provides advice on the organisation of paediatric unit/ward, including admission, transfer and discharge criteria
9. Provides advice on the procedure for referrals from the maternity and post-delivery wards
10. Ensures measures for prevention and respond to the disease outbreaks
11. Manages, trains and supervises the local paediatric personnel
12. Implements quality assurance tools to ensure compliance with medical standards, policies, guidelines and protocols
13. Ensures quality of care through regular staff training, meetings and evaluations
14. Coordinates data collection, analysis, monitoring and reporting to improve the quality of care at the unit/wards

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	⊙	
Paediatrics specialisation	⊙	
ATLS certification or ATLS-refresher course, from within the last 5 years	⊙	
Tropical Medicine Course	⊙	
Post-graduate qualification in emergency medicine		⊙
Health ERU Training (provided by the Red Cross)		⊙
Experience	Required	Preferred
At least 5 years' postgraduate experience in paediatrics	⊙	
Experience of managing & supporting staff	⊙	
Experience of setting up the paediatric unit/wards, 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	
Can organize and manage the paediatric unit/wards 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)	⊙	