



Surge Response Role Profile (Health)

Job Title	Surgeon
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 Surgeon works as part of the surgical team in the field hospitals built, equipped, supplied and managed by the ICRC or IFRC, or in existing hospitals to which the Red Cross/Red Crescent Movement provides supplies and equipment, reinforces local personnel and, in some cases, assists with training. The Surgeon also leads the mobile surgical team deployed in certain contexts when required. The Surgeon perform surgeries on the war-wounded patients and/or victims of accident and illness who require emergency surgery.

Role (Job Requirements)

Job duties and responsibilities

1. Supports the establishment and management of the Operating Theatre (OT), in cooperation with the anaesthetist and operating theatre nurse
2. Undertakes pre-operative assessments and triage, evaluating the surgical risks with the anaesthetist, and obtaining the patient's signed consent to operate
3. Performs emergency and elective surgical interventions, in line with the internationally recognized standards, on evidence-based practices
4. Ensures adequate patient post-operative clinical care and carry out ward rounds (in collaboration with the anaesthetist, operating theatre nurse and ward staff)
5. Coordinates the triage and management of patients in the event of mass casualties
6. In collaboration with the other members of the surgical team, provides technical advice and supports local counterparts to maintain/develop the local capacities and maintain/reach international standards
7. Regularly reviews the contingency plan and other plans of action for the hospital in collaboration with the hospital management team
8. Support organisation of the operating schedule and monitor the use of materials and equipment, advising on supply needs
9. Manages, trains and supervises the local surgical personnel
10. Implements quality assurance tools to ensure compliance with medical standards, policies, guidelines and protocols
11. Ensures quality of care through regular staff training, meetings and evaluations
12. Coordinates surgical data collection, analysis, monitoring and reporting to improve the quality of care at the unit

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 and post-graduate qualification in General/Trauma surgery	⊙	
Valid license to practice in your country of residence	⊙	
ATLS certification or ATLS-refresher course, from within the last 5 years	⊙	
Definitive Surgical Trauma Care (DSTC) course or the ICRC War Surgery Seminar (provided by the Red Cross)	⊙	
Tropical medicine course	⊙	
Health ERU Training (provided by the Red Cross)		⊙
Experience	Required	Preferred
At least 5 years' postgraduate experience up to the level of senior registrar	⊙	
Versatile experience in different surgical fields such as laparotomy with intestinal resection and anastomosis, caesarean sections, chest-drain, orthopaedics (including fixators), vascular sutures, skin grafts and amputations	⊙	
Experience in treating open fractures and infected wounds	⊙	
Experience of managing & supporting staff	⊙	
Experience of setting up the surgical 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 surgical unit/wards in low-resource settings	⊙	
Comfortable performing life-saving surgery with limited resources	⊙	
Skills in training facilitation, coaching and development of surgical staff	⊙	
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	<input checked="" type="radio"/>	
Good command of at least one more IFRC official language (French, Spanish or Arabic)	<input checked="" type="radio"/>	