MD20200O
SENIOR MEDICAL DOCTOR

Level 10

Main Purpose

To supervise the provision of quality of care at outpatient and/or inpatient medical services according to adapted and updated medical knowledge, MSF protocols, values and universal hygiene standards to improve the patients/beneficiaries health conditions.

The Senior Medical Doctor is responsible for ensuring the quality and safety of clinical care provided in her or his speciality area (including general medicine) and other technical areas when specialists are not available. S/he works in close collaboration with responsible nurse and non-senior doctors through provision of and support to clinical practice and services and oversight of an effective quality management and improvement system, according to MSF protocols, standards and procedures. This is a role that requires considerable field experience.

Accountabilities

As Field Doctor:

- Carry out outpatient and inpatient consultations, prescribing the necessary treatment respecting MSF protocols. Apply medical knowledge and skills to diagnose and prevention.
- Keep the patient and/or his/her family informed about the illness and provide appropriate explanations about the treatment to follow, checking they have understood.
- Follow up the evolution of the hospitalized/IDP patients, through daily visits, consultations and examinations, prescribing the necessary treatment following MSF protocols, deciding whether they can be discharged or transferred to other departments – in collaboration with other doctors - and informing their family about the patient’s evolution.
- Check and control the rational distribution of medicines and equipment under his/her responsibility and take care the quality, disinfection and sterilization of the medical material. Assure general compliance with standing hygiene standards.
- Participate in the analysis of epidemiological data, checking its validity and informing the line manager or project coordinator about any problem or complication of the patients illness, medical error and monitors functioning of the department, equipment or material.
- Ensure ongoing training of the medical/paramedical multidisciplinary team in order to optimize the quality of care.
- Knows and ensures all MSF medical protocols are followed and implemented, checking universal precautions are followed at all times and reducing bio-hazard risks and improving infection control. Ensures professional confidentiality is respected.

As Senior Field doctor:

- Performs as clinical consultant for other medical doctors, providing bed-side hands-on training when appropriate
- Functional supervision of the medical doctors in the hospital or outpatient department in her or his speciality area providing clinical support. S/he supervises also other technical areas in the absence of corresponding specialists or Hospital Clinical Lead
- Supervision of the implementation of medical protocols, procedures and standards used in her/his specialty area, and other areas in the absence of corresponding specialists

or Hospital Clinical Lead, ensuring that MSF clinical standards are adhered to at all time
- Liaises with technical referents where necessary to ensure delivery of patient care
- Lead ward rounds and organize clinical sessions
- Provide technical coordination and inputs under MAM/PMR lead for: o Referrals of patients following agreed referral protocols in the absence of Hospital Clinical Lead position o Acts as technical Focal Point in the Project for eHealth, telemedicine, radiology/POCUS, electronic diagnosis algorithms and Clinical Operational Research initiatives when appropriate.
- Works in close collaboration with Senior Nurse and/or Nurse Supervisor

Quality of care: these tasks are to be performed in the absence of a Hospital Clinical Lead and according to the field needs and activities ongoing. The Senior Field Doctor will be in the best position to perform those, but they could be shared with other team members upon request:

- Performs as Quality of Care Focal Point in the project and in conjunction with the MAM, NAM and Nurse Lead ensures the development and implementation of clinical quality improvement plans
- Oversees the implementation of the medical incident reporting policy and follow up of all medical incidents
- Collaborates and supports the ATB focal point in the rational use of antibiotics and taking this role of focal point when pertinent
- In close collaboration with medical and nursing managers, supports the implementation, monitoring and analysis of QoC indicators in the project
- Leads regular clinical review meetings to ensure quality assurance and continuous learning in place and/or (in Hospital set ups) is core member or chairperson of the in-hospital mortality committee
- In close collaboration with the laboratory manager and/or lab supervisor, supports the coordination between laboratory and imagery activities and clinical care provision.

Leadership and training:

- Support MAM/PMR in identifying training needs for all medical staff in core competences required for their area of practice in particular the ability to identify and escalate the management of acutely unwell and deteriorating patients.
- Provides on the job supportive training including spot checks and skills demonstration in her/his speciality area.

Monitoring and evaluation:

- Upon request from MAM/PMR, supports that patients records, and clinic registers are completed according to MSF requirements.
- Upon request from MAM/PMR, support in the use of established reporting formats for data collection, analysis and report on daily & weekly activities to MAM or Hospital Clinical Lead as required and follow notifiable disease protocols.
- Supports the MAM/PMR or Hospital Clinical Lead in doing the HMIS data analysis of different areas

Other:

- Support that all consultations with patients are in patient centered a dignified and appropriate manner in keeping with the Quality of Care standards and principles set out by MSF
- Act as focal point for patient and caregivers' complaints and concerns and escalate as per MSF Patient Charter and Behaviour and Abuse escalation Policy. This task could be either done by MAM or Hospital Clinical Lead when available.
- In close collaboration with MAM/PMR, support that systems in place to maintain patient confidentiality

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Education

Essential

- Medical Doctor
- Masters or Diploma in Tropical Medicine
- Registered Doctor qualified from recognized centre with up to date license to practice
- Licensed to work unsupervised in his or her specialty area
- Specialisation in one of: tropical medicine, obstetrics and gynaecology, paediatrics, infectious diseases, internal medicine, family medicine, emergency medicine, general

surgery or general practitioners. This includes equivalent post-graduate training qualifications from different countries, considered also for general practitioners.

Desirable

- Masters in Public Health

Experience

Essential

- Senior clinician with at least 4 years’ experience delivering health care in humanitarian settings
- Field experience is the most important requirement for this role and therefore this will stand in lieu of formal academic post-specialization qualifications (which will be considered as strong assets)
- Experience of supervising clinical staff in Hospital/in-patient facilities in humanitarian settings

Languages

Strong communication skills, with good written and spoken English. Other languages may be considered essential according to the needs of the project and country of deployment such as French, Spanish, Arabic, Portuguese, Swahili, Lingala, Hausa

Knowledge

Proficiency in Microsoft Office (Word, Excel, Outlook, PPT)

Competencies

- People Management
- Teaching skills
- Commitment
- Flexibility
- Results
- Teamwork
- Complies with MSF policies and practice with respect to protection, code of conduct, health and safety, equal opportunities and other relevant policies and procedures.

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