

## Preliminary Job Information

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|--------------------------------------|------------------------------------|
| <b>Job Title</b>                     | <b>REPRODUCTIVE HEALTH OFFICER</b> |
| <b>Country &amp; Base of posting</b> | <b>NIGERIA, BASED IN MAIDUGURI</b> |
| <b>Reports to</b>                    | <b>MEDICAL COORDINATOR</b>         |
| <b>Creation/Replacement</b>          | Creation                           |
| <b>Duration of Mission</b>           | 4 months                           |

## General Information on the Mission

### Context

**Première Urgence Internationale (PUI)** is a non-governmental, non-profit, non-political and non-religious international aid organization. Our teams are committed to supporting civilians' victims of marginalization and exclusion, or hit by natural disasters, wars and economic collapses, by answering their fundamental needs. Our aim is to provide emergency relief to uprooted people in order to help them recover their dignity and regain self-sufficiency.

The association leads in average 190 projects by year in the following sectors of intervention: food security, health, nutrition, construction and rehabilitation of infrastructures, water, sanitation, hygiene and economic recovery. PUI is providing assistance to around 5 million people in 20 countries – in Africa, Asia, Middle East, Eastern Europe and France.

With the biggest population in Africa, (between 178.000.000 and 200.000.000 habitants), Nigeria is ranked as the first economy in Africa thanks to oil and petroleum products as well as mineral resources (gold, iron, diamonds, copper etc...). Despite a strong economy, Nigeria suffers from huge socio-economic inequalities, and from high rates of corruption, at every level. In 2015, presidential elections were held and led to the election of Muhammad Buhari (former military) to replace Goodluck Jonathan. During the first months of his election, he has shown particular efforts to get progressively rid of corruption, and has officially announced that he would stop Boko Haram from harming people.

Boko Haram (meaning Western education is forbidden/ is a sin), renamed Islamic State in Western Africa after it pledged allegiance to the group Islamic State in april 2015, is a Sunni terrorist and jihadist group seeking to create a Kalifate in western Africa ruled by the sharia law. Created in 2002 by Mohamed Yusuf in Maiduguri (State of Borno), the group has been carrying out armed attacks on civilian populations since 2011. Abubakar Shekau has taken over the leadership of the group after Yusuf died in detention in 2009 and has radicalized BH's actions in the Lake Chad Basin.

From 2013, Boko Haram exported its action abroad, in Cameroon, Chad and Niger and was linked to a number of attacks kidnapping, particularly in Northern Cameroon. The intensification of conflict in north east states of, Borno, Adamawa and Yobe has inevitably resulted in the displacement of people across the troubled states. As of today, OCHA estimated that 7 million people are in need of humanitarian assistance, of whom 1.8 million are displaced in the sole city of Maiduguri. The main need is related to Food Security, and access to basic services (Water, Health, and Sanitation).

If a regional force made up of troops from Nigeria, Niger, Chad and Cameroon launched a military offensive against Boko Haram in early 2015 and resulted in significant territorial losses for the insurgent group.

In August 2016, Al-Barnawi was appointed as the new leader by the high commandment of ISIS for the western African province of the Islamic State, which caused a scission inside the group between ISWA (Islamic State in Western Africa) led by Al-Barnawi and Boko Haram "historical channel" led by Abubakar Shekau. This scission might cause changes in the security context in the coming months. Armed clashes are still ongoing in Borno state drastically reducing access to the vulnerable populations outside Maiduguri, in Local Government Areas of Borno State.

### PUI's Position/ Strategy in the Country

PUI is present in Nigeria since April 2016, and wishes to cover the needs of crisis affected people in Borno State, and particularly in

Maiduguri city.

In order to perform the objective mentioned above, Première Urgence Internationale aims to develop a comprehensive integrated approach, targeting the people's needs in Food Security, Health, Shelter and WASH.

## History of the Current Mission and Programs

PUI has kept a constant watch on the Boko Haram crisis since the rise of the insurgency in 2009 and especially since the beginning of mass displacements in 2013. PUI has conducted a two phase assessment in December 2015 and in January-February 2016. First, in Abuja in December 2015 with the objective of meeting key partners, networking with INGOS, UN agencies, donors and authorities, launching the registration process as well as preparing the second phase. This second phase has been conducted with the objective of performing a multi-sector needs and vulnerability assessment targeting IDP and local populations (those hosting IDPs and those not) outside of official camp settings in Borno State's capital, Maiduguri. This assessment confirmed the emergency of the humanitarian situation and the need for a rapid intervention in order to address primary needs of people affected by the conflict in this area, especially those who had not received any assistance yet.

Moreover PUI has been present in the region for more than a decade, implementing projects in Chad since 2004 and in Cameroun since 2008. In Cameroon, PUI is implementing a project in response to Boko Haram -related displacement in the Extreme North, and in Adamaoua.

PUI has been officially opened in Nigeria since april 2016, targeting affected vulnerable populations living in the ward of Bolori II in the northern part of Maiduguri. PUI has been granted a temporary registration and is under way to get a permanent registration. Besides PUI has initiated and maintains close relations with NEMA and SEMA, the state agencies in charge of the overall coordination of the response to the crisis.

Currently two projects (funded by ECHO and CDC) of electronic food voucher are being implemented targeting about 1825 vulnerable households of Maiduguri.

In parallel, OFDA will support PUI to develop a Health program in the targeted areas and some discussions are ongoing with the UNHCR and the Logistics Cluster regarding the implementation of some activities in Shelter sector and storage's one.

Following the results of a health assessment done in September 2016, PUI is launching a health intervention in Maiduguri which aims at improving access to healthcare for the most affected population of the District of Bolori II, northern Maiduguri, Borno State, with the main objective of reduction of morbidity and mortality among displaced and host populations.

The project will achieve its objective through:

- Provision of a Full Primary Healthcare package (staffing, service provision and supply) in a public Primary Health Care Center in Bolori II, Maiduguri city, including an Out Patient Therapeutic Program, and the provision of Basic Emergency Obstetric and New Born Care
- Implementation of two Mobile Health Clinics
- Coordination with the State Ministry of Health and the Health Cluster for an harmonization of all interventions in the Health sector in Maiduguri MC
- Liaison with Secondary Healthcare Facilities and State Hospitals to strengthen the referral system and its follow up
- Prevention, detection and care of Severe Acute Malnutrition amongst children under 5 years old and of malnutrition among pregnant and lactating women, which represent the most vulnerable group

## Configuration of the Mission

|                                   |                                     |
|-----------------------------------|-------------------------------------|
| <b>BUDGET FORECAST 2016</b>       | <b>1.250.000 EUR</b>                |
| <b>BASES</b>                      | MAIDUGURI<br>ABUJA                  |
| <b>NUMBER OF EXPATRIATES</b>      | 8                                   |
| <b>NUMBER OF NATIONAL STAFF</b>   | 16<br>Depending on new project : 50 |
| <b>NUMBER OF CURRENT PROJECTS</b> | 2                                   |

|                         |   |
|-------------------------|---|
| <b>MAIN PARTNERS</b>    | ECHO, French Ministry of Foreign Affairs, OCHA, OFDA, UNHCR   |
| <b>ACTIVITY SECTORS</b> | Food Security<br>Development Ongoing : Health , Shelter, Wash |

## Job Description

### Overall objective

The Reproductive Health Officer provides technical support to PUI activities in Nigeria, in order to strengthen capacity and quality of Sexual and Reproductive Health activities in our areas of intervention.

### Tasks and Responsibilities

- ▶ **Programs:** He/She ensures that Sexual and Reproductive Health (SRH) activities are in line with PUI health policy and intervention framework, international and national recommendations. He/She provides technical support for the implementation of RH activities in the PHC and MHT in collaboration with the program managers.
- ▶ **Human Resources:** He/She provides capacity building and technical support on RH to health staff at the PHC and MHT in collaboration with the program managers.
- ▶ **Logistics and Administration:** He/She ensures compliance of activities falling under his/her responsibility with logistical and administrative procedures.
- ▶ **Representation:** He/She represents the association before partners, authorities and local actors involved in SRH when required.
- ▶ **Safety:** He/She contributes to efforts aimed at ensuring compliance with safety rules at the site, and transmits all information relating to safety concerns to his/her immediate supervisor.
- ▶ **Strategy:** He/She contributes to the development of new interventions on the basis of identified needs.

### Specific objectives and linked activities

#### 1. MEDICAL PROGRAM/S

- ▶ He/She provides technical assistance on the implementation of the SRH activities
- ▶ He/She ensures that proper medical protocols for SRH are implemented according to international and national recommendations and guidelines.
- ▶ He/She ensures follow-up and analysis of SRH data, in collaboration with the Medical Coordinator.
- ▶ He/She undertakes needs assessments of programs in relation to SRH medical equipment, medications and medical consumables.
- ▶ He/She must guarantee the appropriateness of SRH activities and their respect for the health policy and framework of operations of PUI. He/she submits any requests for advancement into new medical activities to the Medical Coordinator.
- ▶ He/She transmits the internal and external reports required to the Medical Coordinator. He/she contributes to the monthly report of of medical activities.
- ▶ He/She support the organization of referral for Emergency Obstetric and Neonatal care from the Mobile Health Units to the PHC supported by PUI and from the Mobile Health Units to Secondary Health Care facilities.
- ▶ He/She contributes to the program progress review and provide support and technical advice to improve results and reach targets set with the standard indicators
- ▶ He/She provides support for the capitalization of best practices and of all essential SRH documents, tools and training materials used in the mission. He/She assists in their dissemination within the mission.
- ▶ He/She provides technical orientation for the definition of key health education messages on SRH.

#### 2. SUPPORT TO THE MEDICAL TEAM

- ▶ He/She can support the program managers in preparing job profiles for members of the team, and participates actively in the hiring process (interviewing, testing, etc).
- ▶ He/She provides formal and practical training on main SRH protocols including ANC, PNC, Basic Emergency Obstetric and Neonatal Care, Family Planning consultation and medical care for survivor of GBV.
- ▶ He/She identifies the additional training needs of the team and addresses them (organizational and medical support, methodology, organization of training sessions...)
- ▶ He/She provides supportive supervision of SRH staff at the PHC and MHC.
- ▶ He/She provides technical support to help prioritize activities and develop workplan for the key SRH staff in the mission

#### 3. LOGISTIC & ADMINISTRATION

- ▶ He/She supports the medical team in the review of the list and needs for medical equipment, medications and medical consumables related to SRH.

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| <ul style="list-style-type: none"> <li>▶ He/She ensures compliance of activities falling under his/her responsibility with logistical and administrative procedures.</li> </ul>  |
| <b>4. ENSURE THE REPRESENTATION OF PUI BEFORE HEALTHCARE PROVIDERS</b> <ul style="list-style-type: none"> <li>▶ He/She represents PUI with local authorities and SRH partners as needed and when requested;</li> <li>▶ He/She maintains good relations with all stakeholders, consistent with PUI humanitarian principles (neutrality, independence...);</li> <li>▶ He/She attends relevant coordination meetings according to needs discussed with the Medical Coordinator.</li> </ul>  |
| <b>5. ENSURE THE SAFETY OF PROPERTY AND PEOPLE</b> <ul style="list-style-type: none"> <li>▶ He/She contributes to data collection on security &amp; safety by sharing important context information with the person in charge;</li> <li>▶ He/She ensures that project/s, methodologies, or selection criteria do not harm beneficiaries, PUI staff or any other person. Alert the Medical Coordinator without delay, in case of impending danger to teams or beneficiaries;</li> <li>▶ He/She ensures that SRH health workers are provided and informed on protective equipment adapted to their activities</li> </ul> |
| <b>6. STRATEGY</b> <ul style="list-style-type: none"> <li>▶ He/She follows-up, analyses and reports on SRH epidemiological data, in collaboration with the Medical Coordinator and Program managers.</li> <li>▶ He/She participates in assessing and identifying SRH health needs and gaps and advise on strategies to address them.</li> <li>▶ He/She contributes to the development of proposal for health programs, specifically for SRH activities.</li> </ul>   |
| <b>Team Management</b>   |
| Number of people to manage and their position (expatriate/local staff) <ul style="list-style-type: none"> <li>▶ Direct management: none</li> <li>▶ Indirect management: reproductive health staff in PHC and MHC (local staff : 8)</li> </ul>  |
| <b>Other Interfaces</b>  |
| <ul style="list-style-type: none"> <li>▶ Internal: under the supervision of the Medical Coordinator, work in collaboration with PHCC and MHC Health Program Manager</li> <li>▶ External: other health stakeholders</li> </ul>  |

| Required Profile  |  |   |
|---|--|---|
| Required Skills and Know-How  |  |   |
|   | ESSENTIAL  | DESIRABLE   |
| <b>TRAINING</b>   | Qualified Midwife or Nurse with SRH experience   | Relevant post-graduate degree (public health, tropical medicine, social science or closely related field, reproductive health)  |
| <b>PROFESSIONAL EXPERIENCE</b> <ul style="list-style-type: none"> <li>▶ Humanitarian</li> <li>▶ International</li> <li>▶ Technical</li> </ul>                           | <br>X<br>X   | <br>X   |
| <b>KNOWLEDGE AND SKILLS</b>   | <ul style="list-style-type: none"> <li>▶ Good writing skills</li> <li>▶ Knowledge of Project Management</li> </ul> | <ul style="list-style-type: none"> <li>▶ Experience of implementation of Basic Emergency Obstetric and Neonatal care package including vacuum extraction and post abortion care</li> <li>▶ Knowledge on medical care for GBV survivors</li> </ul> |
| <b>LANGUAGES</b> <ul style="list-style-type: none"> <li>▶ French</li> <li>▶ English</li> <li>▶ Other (specify)</li> </ul>   | <br>X  |   |
| <b>SOFTWARE</b> <ul style="list-style-type: none"> <li>▶ Pack Office</li> <li>▶ Other (specify)</li> </ul>  | <br>X  |   |
| Required Personal Characteristics (fitting into the team, suitability for the job and assignment)   |  |   |
| <ul style="list-style-type: none"> <li>▶ Ability to work independently while keeping team spirit oriented behaviour</li> <li>▶ Ability to withstand pressure</li> </ul> |  |   |

- ▶ Open-minded & diplomatic skills
- ▶ Analytical & Strategic skills
- ▶ Capacity of organization and management of priorities
- ▶ Proactive and trouble-shooting skills
- ▶ Ability to work and manage issues professionally and with maturity
- ▶ Ability to integrate the local environment into operations, in its political, economic and historical dimensions

#### Other

## Conditions

#### Status

- ▶ **EMPLOYED** with a Fixed-Term Contract

#### Salary Package

- ▶ **MONTHLY GROSS INCOME:** from 1 815 up to 2 145 Euros depending on the experience in International Solidarity + 50 Euros per semester seniority with PUI

#### Costs Covered

- ▶ **COST COVERED:** Round-trip transportation to and from home / mission, visas, vaccines...
- ▶ **INSURANCE** including medical coverage and complementary healthcare, 24/24 assistance and repatriation
- ▶ **HOUSING** in collective accommodation
- ▶ **DAILY LIVING EXPENSES** (« Per diem »)
- ▶ **BREAK POLICY:** 5 working days at 3 and 9 months + break allowance
- ▶ **PAID LEAVES POLICY:** 5 weeks of paid leaves per year + return ticket every 6 months