

**WORK
WITH
US!**

**WORK WITH US
IN ENTEBBE (UGANDA):
PAEDIATRIC SURGEONS**



EMERGENCY
MEDICINE, HUMAN RIGHTS AND EQUALITY

ABOUT US

EMERGENCY is an independent, neutral international organisation, founded in 1994 to offer free, high-quality medical and surgical treatment to victims of war, landmines, and poverty. EMERGENCY promotes a culture of peace, solidarity, and respect for human rights.

Since 1994, EMERGENCY has worked in **18 countries**, building hospitals, surgical centres, rehabilitation centres, paediatric centres, First Aid Posts, healthcare centres, fixed and mobile clinics, outpatient clinics,

a maternity centre, and a centre for cardiac surgery.

Over the past 25 years, more than 11 million people around the world have received free, high-quality medical treatment and assistance thanks to EMERGENCY's work.

EMERGENCY is currently working in Afghanistan, Eritrea, Iraq, Italy, Sierra Leone, Sudan, Uganda and Yemen (start-up phase).

WE PROVIDE FREE, HIGH-QUALITY MEDICAL AND SURGICAL CARE

We provide healthcare to those who would have little or no access to it otherwise; those most in need. We believe that everyone should have access to life-saving treatment: this is why the medical care that we provide is always free-of-charge and of the highest standard. We don't discriminate: we guarantee treatment to anyone that needs it regardless of their religion, ethnicity, gender, background or political opinion.

WE BUILD HEALTHCARE FACILITIES

We build and renovate healthcare facilities in countries affected by conflict, whose health systems have often been weakened by war and lack of investment. We want to sustainably contribute to the livelihoods of local communities by helping to rebuild local healthcare infrastructure. That's why we transfer complete control of our facilities to local health authorities once they achieve operational independence.

WE TRAIN MEDICAL STAFF AND SUPPORT LOCAL COMMUNITIES

EMERGENCY works in countries where the numbers of specialist staff are well below the minimum required, and where training programmes are either wholly lacking or limited to only a few specialities. EMERGENCY works with healthcare and education systems that struggle to train medical personnel in order to create new generations of doctors and medical staff, and improve standards nationwide. EMERGENCY's training exists on many levels. To begin with, EMERGENCY invests in

specialist training for doctors and nurses, through agreements with educational institutions and health ministries. EMERGENCY helps set up and improve specialisation courses, and hosts students training to be doctors and other medical workers at its healthcare facilities.

Alongside its specialist training, EMERGENCY also offers an on-the-job programme for medical and non-medical staff, with theoretical and practical lessons taught by highly qualified international workers.

Training improves local staff's professional skills and gives them the expertise to manage healthcare facilities to international standards. Our training programmes are also open to auxiliary workers, from blood banks, diagnostics laboratories, and radiology, physiotherapy, and biomedical departments, with a view to quick diagnoses for patients and prompt medical responses to emergencies. Thanks to our training programmes, on-site and permanent, local staff can provide a continuity of care to the patients both at our hospitals and other healthcare facilities in their own countries or abroad, ensuring our work is sustainable and can be replicated elsewhere. Healthy people are a prerequisite for growth and development of a community.

Strengthening health professionals' skills in that community means it can meet its people's needs self-sufficiently. This helps the entire national healthcare system strengthen.

THE NEW CHILDREN'S SURGICAL HOSPITAL IN ENTEBBE



Uganda faces considerable challenges in the provision of paediatric surgery and care for children and young people. 48% of the rapidly-growing population - currently 44 million people - is under the age of 15.

A youthful demographic, economic fragility, and limited government expenditure on public health have combined to result in poor healthcare outcomes. Training opportunities for physicians are limited, with only 10 students successfully completing postgraduate surgical training in the country each year. The mortality rate for children under the age of 5 is approximately 69 deaths per 1,000 live births. Despite significant improvements in recent years, a continued effort remains essential in order to achieve Sustainable Development Goal 3.2. This goal, as defined by the World Health Organisation (WHO), seeks to reduce neonatal mortality to fewer than 12 deaths per 1,000 live births and the under-5 mortality rate to fewer than 25 deaths per 1,000 live births.

The majority of paediatric conditions are easily remedied with routine surgical procedures but, if left untreated, can lead to lifelong disability or premature death. An absence of high-quality surgical care will not only continue to result in the preventable disability and death of millions; but is also estimated to reduce the gross domestic product of low- and middle-income countries by up to 20% by 2030 (Lancet Global Health, April 2015). Ensuring high standards in

paediatric surgery is therefore a priority, and EMERGENCY's Children's Surgical Hospital will contribute to an accelerated reduction of child mortality in Uganda and neighbouring countries.

This new project typifies the organisation's humanitarian ethos: a vision of mutual respect which recognises the equal rights and dignity of every human being. In line with our Manifesto for a Human Rights-Based Medicine, EMERGENCY advocates the right to be treated; a right which belongs inalienably to each and every member of the human community, irrespective of socio-economic status, gender, sexuality, race, language, religion, or political belief(s).

In the words of Renzo Piano, the renowned architect with whom we are collaborating to design and build the new centre in Entebbe, "the strength of EMERGENCY is based on its focus on beauty as well as on the practice of medical excellence; the sense of justice, the rejection of war, and the pursuit of harmony." These fundamental principles are embodied in the design for the new Paediatric Surgical Hospital in Entebbe. It is to be, as envisioned by founder Gino Strada, "a place full of joy and love."

**“a place full of joy
and love”**

PAEDIATRIC SURGEONS



TYPE OF CONTRACT:

Paid – 6 months stay including a period of leave to be taken at the end of the mission in agreement with the Medical Coordinator.

It will usually be necessary to ask your employer for a period of unpaid leave in order to work for EMERGENCY. This role requires a complete and autonomous management of Paediatric Surgery procedures and the sharing of clinical responsibility in postoperative treatment

EMERGENCY contracts include:

- monthly salary based on a standardised salary scale for the role;
- incentives for successive or long duration missions;
- travel expenses, board and lodgings;
- insurance cover (liability, health and accident insurance);
- a period of paid leave to be taken at the end of the mission.

BACKGROUND AND ORGANISATION OF WORK

The International Paediatric Surgeon supervises and supports fellow surgeons of the local staff in performing their surgical activities and takes care of their training. On occasion, an international resident physician (Paediatric Surgery) will be present to support clinical activity or research. The Paediatric Surgeon is responsible to the Medical Coordinator, who is in charge of the management and organisation of the project.

The main areas of work are:

- **OPERATING THEATRES:** 3 Paediatric Surgery Rooms (emergency or in election) according to the admission criteria
- **PAEDIATRIC INTENSIVE CARE UNIT:** 6 beds
- **WARDS:** 66 beds of which 16 of sub-ICU

He/she is usually present in the hospital from 08 to 16, 6 days per week, but is always available for intra-hospital emergencies. Daily activity includes ward round, work in the Emergency Department and Operating Theatres. The team is completed by local and international Operating Theatre specialists – anaesthetist, anaesthetic technicians, theatre nurses.

The Paediatric Surgeon organises the rota of the local staff in his/her area of responsibility, guaranteeing staff coverage 24/7.

DUTIES AND RESPONSIBILITIES

All EMERGENCY international personnel are expected to know and follow the hospital admissions criteria, guidelines, protocols, and the diagnosis and treatment standards in use in the Centre, and to ensure the correct compilation of clinical records and statistics in both computer and paper formats.

The main duties and responsibilities of the international Paediatric Surgeon are:

- Management of surgical procedures;
- Participation in the post-operative care and clinical management of surgical patients;
- Tutoring (if any) resident doctors;
- Assisting in clinical research and record keeping as required by the scientific programmes of the specialist sector of the Medical Division of EMERGENCY.

Clinical activity and decisions regarding patient treatment must always be discussed and shared with the Medical Coordinator, national and international medical and surgical colleagues, and the national and international nursing personnel.

MANAGEMENT AND TRAINING OF LOCAL PERSONNEL

Clinical activities and patient care are always carried out alongside and in collaboration with local personnel, who thus benefit from training in the field. There is also provision for more specific teaching activities, managed by the international specialists, in accordance with the clinical protocols in use and as agreed with the Medical Coordinator.

CASELOAD AND EQUIPMENT

The technological level of the equipment present in the Centre is suited to the clinical and managerial protocols in use, and the level of professional autonomy of the national staff, with the aim of achieving – and sustaining – high standards of care. Diagnostic equipment, basic laboratory tests, technical and auxiliary services are always available.

CENTRE OF EXCELLENCE IN PEDIATRIC SURGERY – UGANDA

In February 2017, the construction of the Centre of Excellence in Paediatric Surgery in Entebbe, Uganda begun and it will finish in 2020. The Centre will offer free treatment of excellence in Paediatric Surgery; it will be a reference point for Ugandan patients and children with surgical needs (up to 15 years of age) from all over Africa. Entebbe Hospital will be the second structure of ANME (African Network of Medical Excellence), the “Health Network of Excellence in Africa” created in 2009 to develop free healthcare systems of excellence in the continent. The Centre of Excellence in Paediatric Surgery will put into practice our healthcare model based on the principles of Equality, Quality and Social Responsibility (EQS). As confirmed by World Health Organization data, Uganda is still a long way from achieving the Millennium Goals on reducing child mortality.

40% of Uganda’s population is under 15 years old, but there are only 3 Paediatric Surgeons in the country for a population of 45 million. Infant mortality under 5 years of age is 55 children per 1,000 living at birth and 30% of deaths of patients over 5 years of age are due to lack of surgical treatment.

The hospital will have 72 beds, 3 operating theatres, a 6-bed paediatric intensive care unit and all the diagnostic and auxiliary services necessary for its operation, such as laboratory, blood bank, pharmacy, canteen, laundry. Initially, the admission criteria will be as follows:

- General Paediatric Surgery;
- Paediatric Urology;
- The following are excluded in this first phase: Neonatal Surgery, Emergency and Trauma Surgery, Oncological Surgery and Specialist Paediatric Surgery.

SPECIFIC REQUIREMENTS

- MEDICAL DEGREE;
- SPECIALISATION IN PAEDIATRIC SURGERY;
- Professional experience of at least 3 years in Paediatric Surgery hospitals;
- INTERVENTIONS LIST appropriate to the professional and training path (especially as first operator).
- GOOD KNOWLEDGE OF ENGLISH LANGUAGE (minimum level required: B1)

HOW TO APPLY

For any further information and inquiries or to apply please contact:

CHIARA DE GIOIA

HR Recruiting & Selection Manager – EMERGENCY ONG (Milan)

chiara.degioia@emergency.it

or fill in the on-line application form linked to our website:
www.emergency.it



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