

Job and Person Specification

Title of Role	Physiotherapist
Team	Medical Team
Position Reports to	Head of Physiotherapy - MRDCi
Employment Status	Permanent

PRIMARY PURPOSE

The Organisation

Perfect Locomotion was founded as a not-for-profit in 2013 providing Physiotherapy to clients within the UK, largely of a musculoskeletal and neurological nature. In 2017, Perfect Locomotion moved to Juba, South Sudan.

Medical Response Diplomatic Corps International (MRDCi) came into being in 2004. Dr. Charles Linderman, MD, FACS; with the assistance of the World Bank, the World Health Organization, and the United Nations Development Program, established MRDC International with a mission to raise funds for humanitarian activity by serving the medical needs of the International and Diplomatic community. MRDCi has centres in; Tirana, Albania; Pristina, Nairobi, Kenya; and Juba, South Sudan.

The South Sudan Center (Juba) has received high praise for its ability to hold to international standards of care. The centre is considered a Level II Medical Center having 24/7 surgical capability with CT. It also possesses full range of emergency care up to Level I Trauma Stabilization. The level of acuity and complexity of disease and trauma managed is not matched anywhere in South Sudan.

The exceptional services of the International SOS and AMREF, the two main medical evacuation systems in South Sudan, have both designated MRDCi as the preferred center for evaluation, and evacuation. The MRDC International is committed to a society where *every member is respected, protected, and celebrated*. It strives every day to fulfill its mission to promote life and dignity for vulnerable groups without distinction as to gender or sociopolitical background by providing them with basic human needs.

When Perfect Locomotion moved to Juba, South Sudan in 2017; a partnership was formed with MRDCi. The result of this was a fully comprehensive medical evaluation and wider array of treatment options for clients of MRDCi.

Mission Statement:

“To strengthen the humanitarian aid and development effort by treating Diplomats/International workers, to a high-level of care in an effective manner, enabling them to carry out their roles to their highest abilities. To prevent injuries in local and internationals through manual handling training and ergonomic assessments. Finally, as a result of aforementioned work, working in Protection of Civilian camps empowering and treating the vulnerable, and through education, building the capacity of local health workers.”

Our Values

Our core values unite us together around a common mission. They shape what we do & how we do it.

Excellence

We will seek excellence in all that we do. Our work will focus on efficiency and effectiveness of services, provided both internally and externally.

Compassion

We desire to relieve human suffering wherever the need is present, be it from disaster, or conflict. We seek to help the vulnerable, get alongside them and offer practical support through education and rehabilitation.

Empowerment

We aim to release potential within local staff to make a significant difference in their community, creating a long-lasting change and a shift to independency.

Preventative

We desire to be proactive rather than reactive when it comes to health. Avoiding injury rather than waiting for it.

Integrity

We strive to live out the values and principles consistently across every level of our work and play. Our desire is that as we work together with others, that our attitudes, words, and actions will be true to our vision and character.

Dignity

We believe that each person is uniquely valuable and worthy of the highest respect; irrespective of race, gender, religion, age or nationality. We seek to offer aid while respecting and restoring dignity to the most vulnerable of society.

THE ROLE

This multi-faceted Physiotherapy role draws upon many different professional skills and personal qualities. The role of the Physiotherapist is pivotal for the holistic approach desired at MRDCi, to ensure optimal care to clients.

Cornerstones of the role include:

- Clinical assessment and treatment of diplomats/internationals with common pathologies.
- Manual handling training delivery to organizations.
- Ergonomic assessments with comprehensive evaluation report.
- Collaborative work with Humanity and Inclusion (formerly Handicap International), in the Protection of Civilian camps in Juba; treating beneficiaries, empowering families and healthcare workers through training provision.

KEY RESPONSIBILITIES

- ❖ Undertake comprehensive assessment and diagnosis of clients with a wide variety of musculoskeletal pathologies. To formulate, deliver, review and progress individual treatment programmes, ensuring high-quality and effective treatment, specialist advice and aiding recovery to optimum levels.
- ❖ Collaborate with MRDCi medical team to provide consultative assessment and diagnosis.
- ❖ Deliver 'Manual Handling Training', complete with preparation in advance of necessary materials.
- ❖ Carry out 'Ergonomic Assessments' with full reports, as organisational needs dictate.
- ❖ Collaboration with Humanity and Inclusion (HI) in the Protection of Civilian (POC) Camps in Juba, one day a week as required.
- ❖ Take the lead in the marketing and retail of ergonomic products and manual handling products.
- ❖ Produce high-quality training materials for 'Capacity Building' efforts, i.e. to IMC and Juba Teaching Hospital.
- ❖ Promote the Physiotherapy Service to clients both in professional and social contexts; increasing awareness. Alongside; email contact and face-to-face meetings with organisations to inform of our service ability.
- ❖ Promote and liaise with organisations regarding 'manual handling training' and 'ergonomic assessments'.
- ❖ Administration in general, including of in-country finances; collecting fees from clients, keeping accurate records and sending weekly finance reports to Line Manager and MRDCi for their administration.
- ❖ Enhance the capability of community workers within the POC through once/monthly 30-minute basic training
- ❖ Provide training to IMC on basic Physiotherapy treatment; aim is quarterly.
- ❖ Empower healthcare workers in the POC, to empower the local community to increase their *independency*.
- ❖ Continuous use of evidence-based practice to support treatment methods and plans.
- ❖ Maintain optimum client documentation to reflect care provided and to meet professional standards.
- ❖ Write reports for clients as required, for insurance and organisational needs.
- ❖ Liaise with insurance companies as required, to enable Physiotherapy treatment.
- ❖ Produce and send invoices for clients in a timely manner.
- ❖ Ensure client confidentiality.
- ❖ Contribute to continuous learning at MRDCi, through participating in weekly education meetings.
- ❖ Responsible for organisation, prioritisation and planning of caseload; with regular and professional contact with clients to ensure they are seen in a timely fashion, in relation to their rehabilitation goals.
- ❖ Establish and maintain open and effective working relationships with various organisations, including high-level diplomatic and government staff.
- ❖ Participate in self-learning activities, so that Clinical Professional Development can always be increasing whilst contributing to the quality of practice and delivery of service. I.e. Physioplus Courses.
- ❖ Identify gaps in services to line manager; always seeking excellence, and ensuring best overall service delivery.
- ❖ Evaluate clinical practice through reflection and training feedback reports.
- ❖ Be at the forefront of the production and development of communications, education and marketing; Such as, poster design, logos, manual handling training materials, ergonomic assessment forms, generic exercise sheets and clinical assessment forms.
- ❖ Update the functionality, design and content of Perfect Locomotion website and media, including modifying/updating and enhancing website content.
- ❖ Assist with the management of all social media channels.
- ❖ Ensure a strong work-life balance.

DEMANDS OF THE JOB

The context of South Sudan is complex and therefore a good understanding is encouraged prior to submission.

Physical Effort:

- Manual Physiotherapy treatments requiring dexterity, precision and good sensory co-ordination and strength to perform techniques frequently throughout the day, often with sustained effort.
- Time at PC completing administration; can require extended episodes of typing and upright sitting posture.
- Demonstrating correct lifting techniques during Manual Handling Training exercises.

Mental Effort:

- Living and working in South Sudan. This is secondary to an implemented curfew, which as a result has a potential to limit your movement and social relations.
- Frequent concentration for assessment, diagnosis and treatment of clients.
- Speed and accuracy of computer skills for reports.

Emotional Effort:

- Visiting the POC and observing the living conditions requires emotional resilience.
- Living in South Sudan can be challenging and this should not be underestimated.
- Responding to clients varying and individual needs and expectations.
- Requiring at times to respond to service needs at short notice and flexibly changing appointments last minute due to the nature of client's work

Working Conditions:

During the course of work there is *the possibility you may* come into contact with the following:

- Direct exposure to unpleasant smells/odours during POC visits. On rare occasion the former can be experienced during consultations in the clinic.

OPPORTUNITIES OF THE JOB

In addition to the demands of the job, there are a plentiful number of opportunities to be had whilst working here. A small selection of these are;

- Teaching; Confidence and ability enhanced through regular training completed.
- Network Acquired; The relationships crafted as part of your role.
- Cultural and Professional Experience; By being present and willing in this context of South Sudan, your experience will be highly esteemed.
- X-ray and CT request; Based on your clinical reasoning and in collaboration with the MRDCi medical team, you can refer a client for an x-ray or CT scan.
- Steroid Injections; In collaboration with the MRDCi medical team, the opportunity to learn to administer these over the course of time, as the need arises.
- Key Player; As a result of your knowledge and expertise on MSK pathologies, your opinion will be of high value during consultations, while likely on occasion lead a consultation.
- Mandatory Study Time; Encouraged and partitioned weekly. I.e. Clubfoot, SCI, Knee, Shoulder, Neck etc
 - *Physioplus Membership*; From Physiopedia to Perfect Locomotion/MRDCi staff.
- POC; Ability to provide high-quality healthcare and advice to some of those most in need in the world.
- Character Building; A unique context in which you have high potential to grow exponentially.

The above is a small portion of what opportunities there are to offer to the successful applicant of this post. Yet it is important to stress again the challenge of accepting this role, as mentioned in above 'demands'.

SELECTION CRITERIA

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	HOW TESTED <i>Application Form/ Interview</i>
QUALIFICATIONS / EDUCATION	<ul style="list-style-type: none"> ➤ Degree in Physiotherapy ➤ HPC Registration 	<ul style="list-style-type: none"> ✓ MSc in relevant field; musculoskeletal, humanitarian & development. ✓ Diploma in Sports Massage ✓ Certified training in: <ul style="list-style-type: none"> - Taping - Deep Needling - Pilates 	Application and Interview
SKILLS AND ABILITIES	<ul style="list-style-type: none"> ✚ Positive Attitude ✚ Approachable, Self-Motivated and Enthusiastic ✚ Sense of Humour ✚ Proactive ✚ Compassionate ✚ Personable/ Excellent Social Skills ✚ High level of interpersonal skills including the ability to build relationships with a broad range of people at all levels. ✚ Ability to work independently ✚ Excellent presentation skills and teaching ability. ✚ IT skills including; Word processing, Excel and PowerPoint. ✚ Excellent time and caseload management skills ✚ Clear, concise verbal and written reporting skills ✚ Innovative; i.e. overcoming language barriers, redesigning media and other resources. ✚ Ability to work collaboratively within multidisciplinary team ✚ Demonstrated ability to plan and manage multiple projects and tasks, determine priorities and meet demanding deadlines. ✚ Ability to maintain judgement under pressure 		Application and Interview
EXPERIENCE	<ul style="list-style-type: none"> ❖ Postgraduate experience as a qualified physiotherapist working across a variety of physiotherapy settings and areas. ❖ 3 months+ living/working in challenging contexts. 	<ul style="list-style-type: none"> ✓ Experience of Teaching ✓ Prior experience living in the region. 	Application and Interview
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> ○ South Sudanese context ○ Passionate about health being not-for-profit ○ Commitment to development and pursuit of specialist musculoskeletal knowledge paired with humanitarian experience ○ Evidence-based practice ○ Commitment to CPD ○ Principles of Moving and Handling ○ Principles of Ergonomics and Importance in Work Settings ○ Infection Control ○ Equality; regardless of any factor 		Application and Interview

OTHER	<ul style="list-style-type: none"> ▪ Integrity - High level of honesty, integrity, professionalism and ethical conduct. ▪ Resilience - Ability to remain calm under pressure, maintain high levels of energy and accept constructive feedback. ▪ Team player - Shares information and works well with the different working styles of others. ▪ Initiative - Drive, motivation and proactivity with a commitment to continuous learning. ▪ Flexibility - Adaptable, receptive and able to adjust easily to changing work demands and circumstances. 		Application and Interview
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SPECIAL CONDITIONS

- ✚ Appointments are subject to reference checks.
- ✚ A probationary period may apply.
- ✚ Employees may be required to work non-standard hours to adapt to client needs.

TERMS AND CONDITIONS

Stipend:	\$1,100 per month + Commission + All expenses paid + Paid R&R cycle.
Hours of work:	Monday to Friday - 37.5hrs/week; - Ordinarily, 09:00-17:00; yet days/times flexible, dependent on client need.
Annual Leave:	20 days per annum
Rest and Recuperation (R&R):	1 week (paid) every 3 months (<i>can supplement with A/L and P/H</i>)

APPLICATION

1. Covering Letter
2. Curriculum Vitae (CV)

SUBMISSION

Please submit applications to:

- Timothy Barsellotti; timothy.barsellotti@mrdc-int.com – Physiotherapy Management Consultant for MRDCi
- **Closing date:** Sunday 9th September 2018 at 23:59 GMT+1

TIMELINE OF APPLICATION

Interviews to be scheduled between: Tuesday 11th- Thursday 13th September 2018

Starting date: 15th October 2018/ As soon as possible.

Closing date for Applications: Sunday 9th September 2018 at 23:59 GMT+1
