EXPRESSION OF INTEREST FOR CONSULTANT SURGEON

MEDECINS SANS FRONTIERES (MSF) – SOMALIA MISSION

MSF is an independent humanitarian medical organization providing emergency medical aid to populationsin need. MSF Somalia mission is seeking a qualified person for the position below:

Introduction

There is a clear and ongoing need for surgical care in Galkayo. However, due to a range of factors, qualified surgical specialists are not always available to provide timely care to the population. This can lead to delays in treatment, avoidable complications, increased morbidity and mortality, and additional pressure on already overstretched health facilities.

In this context, upscaling the skills of selected MDs among the existing staffing of MRH & GAS MDO Hospital in essential surgical procedures is considered a feasible and context-appropriate approach to address this gap. This approach supports the continuity of services, reduces dependence on external specialists, improves emergency preparedness, and contributes to building more resilient local health systems.

The main aim of having a Consultant Surgeon in the hospital is to provide appropriate training, supervision and mentoring for MDs, while ensuring that clinical protocols, referral pathways, quality assurance mechanisms, and ongoing monitoring to ensure patient safety are respected.

Scope of the Role

The role combines clinical service delivery and capacity building. The Consultant Surgeon provides comprehensive surgical care while developing the competencies of MDs through hand-on practical transfer of technical knowledge, supportive supervision and other approaches.

Out of Scope

1.1 Undertaking surgical activities that are outside of the admission criteria (surgical SOP) without approval and/or procedures that exceed the resources available to provide safe surgical care.

1.2 Delivering training outside the objectives and/or training that compromises patient safety or service delivery.

1.3 Modifying protocols or policies without approval trough established processes.

Definitions

Key OCA policy terms and definitions can be found in the OCA Policy Development Framework Glossary of Terms and Definitions.

An overview of commonly used MSF-wide acronyms can be found here in the MSF Glossary of Acronyms.

The table below captures specific terms used in this Terms of Reference (ToR):

Term	Definition
MDs	Medical Doctor
OT	Operating Theatre

Term	Definition
Sites	Galkacyo North & Galkacyo South.
Duration	6 months (Renewable)
Expected date of commencement	1st December 2026

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Objective of the Role

Provide safe, high-quality surgical care while strengthening the surgical capacity of MDs with surgical skills through hand-on practical transfer of technical knowledge, training and supportive supervision to improve sustainable surgical services.

Main Duties of the Consultant Surgeon

Clinical care

- Perform surgical procedures according to the admission criteria.

- Assess and manage surgical patients pre, intra and postoperatively, ensuring quality of care and patient safety according to MSF standards.

- Promote patient safety, Infection Prevention and Control and quality improvement in line with MSF standards and protocols.

- Collaborate with other clinical teams (anaesthesia, nurses, Midwives, MSF Medical LRS staff, etc)

- Ensure accurate clinical documentation and data collection

Capacity building:

- Assess the MDs baseline competencies to perform the procedures included in the admission criteria.

- Identify key skill gaps and learning needs, focused on the admission criteria.

- Supervise MDs during clinical and surgical practice with progressive responsibility.

- Deliver bedside and OT surgical training, focused on the development of clinical decision making and operative skills.

- Foster non-technical skills required for the practice of surgery (teamwork, communication, etc)

- Provide regular feedback and competency assessments.

Assist with theatre organization and workflow if needed. Identify and report training needs of the OT team. Provide recommendations to improve current surgical infrastructure, equipment, and workflow.

Reporting Lines

He /She reports directly to the MTL, and with technical support from surgical Advisor. Provide Technical support to the MD & OT Nursing Team. Formal Write regular reports on activities (monthly, quarterly, & and final) as well as situational reports after the end of training and assessments. Reports will be submitted, at the same time, to MTL, MedCO, & Surgery Advisor for inputs and/or technical & operational support.

Deliverables

Deliverable	Description	OCA Role/External Actor
Surgical services delivered safely	Deliver safe, timely and quality surgical services in accordance with MSF standards and protocols.	
Competency assessment of MDs	Individual initial, mid-term and final reports on MDs competency assessment, including improvements and persisting learning needs.	
MDs can safely perform surgical procedures	MDs can safely perform surgical procedures included in the admission criteria as based on the final technical assessment consisting of a panel of the surgeon consultants, i MoH senior MoH surgeon, if any around, Hospital Director & Representative of the Regional/District Medical Officer (with surgical competencies & experience). Evaluation grid to be developed. For coaching/capacity building purpose, we'll focus on stage 1 & 2.	
Needs for improvement in surgical infrastructure, equipment, and workflow identified and reported **Submit MIR as per MSF standard protocols**	List of issues concerning surgical infrastructure, equipment and workflow to be delivered to MSF Coordination/Referent for technical assessment.	

Required Qualifications

- Medical degree (MBBS) with specialist qualification in General Surgery.
- Current medical Doctor (MBBS) with valid licence, and with specialist surgeon's registration.
- Significant independent operative experience.
- Previous teaching/mentoring experience desirable.
- Leadership, teamwork and communication skills.
- Commitment to patient safety and quality of care improvement.

If you meet the above requirements, please apply through the link attaching your CV & motivation letter, MBBS certificate, General Surgery specialist qualification certificate, valid medical practicing license, evidence of specialist surgeon registration and contact details of three professional referees as **a single file by 30th November 2026".** The detailed advertisement and application portal can be accessed via the following link: https://ko-hr.kenya.msf.org/jobs

Only shortlisted candidates will be contacted.

(MSF is an equal Employer and does not charge any application/recruitment or training fee)