

**TERMS OF REFERENCE FOR THE ECOWAS INTERNATIONAL VOLUNTEER POST OF
NEPHROLOGY OR DIALYSIS SPECIALIST NURSE**

I. Position Information

Job Title: Nephrology or Dialysis Specialist Nurse

Duty Station: Republic of Sierra Leone

Category: ECOWAS International Volunteer

Number of positions: 02

Type of Contract: ECOWAS Volunteers Programme. Non-Family Position

Expected start date: 1st February 2022

Duration: One (01) year, with possibility for renewal (depending on budget availability and satisfactory performance)

Deadline for Application: 1st December 2021

II. Preamble

The ECOWAS Youth and Sports Development Centre (EYSDC), was created by the Decision A/DEC.13/01/05 of 19th January 2005 at Accra, Ghana as a specialized Agency of the Economic Community of West African States (ECOWAS).

At the 32nd session of the ECOWAS Summit held in June 2007, the Heads of States and Government adopted a new approach to regional integration by approving a new global vision called the ECOWAS Vision 2020. The principal objective of this vision is to move the Community from an «ECOWAS of States» to an «ECOWAS of Peoples» by the year 2020.

Consequently, the EYSDC implements her policies, activities and strategic action plans, as well as the ECOWAS vision in the areas of youth and sports, including the ECOWAS Volunteers Programme. The EYSDC's objective is to initiate, develop, coordinate and implement youth and sports programmes within the Community. To this end, it works to:

- mobilise the different segments of the population to ensure their integration and effective participation in the social development of the region, as well as the promotion of youth organisations and professional associations to ensure maximum participation in the activities of the Community;
- provide a permanent institutional framework within ECOWAS through which issues related to Youth and Sports activities in the sub-region can be developed and promoted.

III. Organizational Framework of the Centre

The ECOWAS Youth and Sports Development Centre (EYSDC) is one of the Directorates under the Social Affairs and Gender Department of the ECOWAS Commission. It is based in Ouagadougou (Burkina Faso) under the headquarters agreement signed between the Burkina Faso authorities and the ECOWAS Commission.

Decision N° A/DEC 13/01/2005 of 19th January 2005 had adopted the organizational structure comprising of four Divisions (Youth, Sports, Administration and Finance, and TIC). However, since 2008, the Centre has undergone some structural modifications following the transfer of the ECOWAS Volunteers Programme (EVP) from the Political Affairs, Peace and Security Department of the Commission (CPAPS) to the EYSDC, under the Social Affairs and Gender Department.

The EVP is centralized in organisation, but decentralized in its application to allow for flexibility and adaptation to the current realities of each country. The strategic directions, including the formulation of the overall vision, goals and objectives of the Programme, is the responsibility of the Regional Coordination Council (RCC), whose role, among others, is to ensure that the EVP becomes a genuine voluntary arm of ECOWAS.

Being a cross-cutting programme, the ECOWAS Volunteers Regional Coordination Council (RCC) includes representatives of relevant departments of the ECOWAS Commission. The RCC is chaired by the Commissioner for Social Affairs and Gender of the ECOWAS Commission. She is assisted by the Director of the ECOWAS Youth and Sports Development Centre (EYSDC), as Alternate Chairman of the RCC.

The executive arm of the RCC is the Regional Office, provided by the EYSDC in Ouagadougou (Burkina Faso). The programme's regional coordination activities are coordinated by a Regional Coordinator under the supervision of the EYSDC Director. Although the EVP is under the Youth Division of the EYSDC, it is directly supervised by the EYSDC Director for effectiveness.

At the National level, the National Coordination Council (NCC) serves as the national body through which national policy guidelines for the Programme are given. This Council works towards the understanding and entrenchment of the Volunteer Programme in the national environment. It also serves as advisor to the country office, which is responsible for the coordination of the Programme at national level. The NCC is chaired by the Head of the ECOWAS National Office in the country. It is made up of Focal Points/Representatives of the various ministries, Civil Society Organisations, United Nations Agencies and local youth associations involved in the implementation of the Programme at the National level.

IV. Duties and Responsibilities

The ECOWAS Volunteer Nephrology or Dialysis Specialist Nurse will work in the Internal Medicines Department/Unit of the Ministry of Health and Sanitation of Sierra Leone.



He/She will be responsible for developing, leading and delivering a high quality nursing service for patients with Chronic Kidney Disease (CKD) under SaTH Nephrology service. The post holder will be based in Dialysis care Unit but will be expected to develop links with primary and secondary care teams to ensure collaborative working to deliver optimum management of the patients with CKD and delay of its progression.

The Nephrology or Dialysis Specialist Nurse shall work under the direct supervision of the Ward Matron, and shall undertake the following duties and responsibilities:

- develop and provide a coordinated specialist service to patients with CKD and their careers and to have direct clinical involvement in their renal care pathway;
- monitor and review the effectiveness of interventions with the patient and colleagues and modify this to meet the changing needs and established goals of care;
- work in collaboration with consultant nephrologists as well as primary care teams to establish, implement and maintain evidence-based care pathways for patients with progressive CKD;
- demonstrate a high level of communication skills to impart highly sensitive information with empathy and reassurance to patients and relatives.
- Coordinate and participate in the Continuous Professional Development (CPD) programs for staff at the hospital

The job is mostly a hospital-based role with minor office work. There is also a frequent requirement to make an early start or late finish as well as work on weekends.

The jobholder may be required to:

- o attend and share knowledge at national conferences
- o participate in developing systems for assessing the user's views on the quality of services provided and involving patients' relatives and their representatives in the planning and development of services.
- o Perform other duties assigned

Required Qualifications and Experience:

- Candidates must possess a Bachelor's Degree in Nursing (B.Sc Nursing) Nephrology or Dialysis Nursing,
- at least 8 Years relevant working experience, three of which must be in a supervisory role
- Must be a Licensed Nurse (SECHN) or a Registered Nurse (SRN).

Additional skills must include:

- Ability to work within a multidisciplinary team
- Good oral and written communication skills
- Interpersonal skills
- People management skills
- Analytical skills
- Leadership skills
- Detail orientation
- Good computer skills and the ability to analyze numerical and graphical data



Programme des Volontaires

Volunteers Programme

- Ability to work with little supervision
- Being proactive and enterprising (taking initiative)

Knowledge of volunteerism will be an asset.

Language Requirements:

- Perfect command of the English language (written and oral) is mandatory.
- Knowledge of any other official language of ECOWAS (French or Portuguese) will be considered an asset / advantage

Composition of Application:

Applications must include:

- A signed letter of application/motivation addressed to the Director, EYSDC, Ouagadougou, Burkina Faso;
- A detailed Curriculum Vitae highlighting specific skills and experiences of the candidate;
- Certified copies of certificates, diplomas and work certificates;

Submission of Applications:

Applications **MUST** be submitted by email to the address: evp.recruitment2021.SL6@ecowasvolunteers.com and **MUST** bear the title: ***Application for the Post of Anaesthetic Nurse*** on the subject line.

V. Conditions of Service

An initial contract for 12 months will be offered to the successful candidate with a Monthly Living Allowance of 1,112.50 USD or its equivalent in local currency.

At the beginning of the assignment, and only where applicable, a settling-in grant will be paid, and a resettlement grant will be provided at the end of the assignment. Where applicable, air transport from home country to the duty station and return at end of mission is also provided.

A life and health insurance cover for the incumbent of the position will be provided.

Other conditions of service as stipulated in the EVP Management and Administration Manual and Handbook of Conditions of Service shall apply.

VI. Other Conditions

The position is open to **Nationals of ECOWAS member States (except Sierra Leone)**, aged not more than 35 years by the date of recruitment.

This position is considered a non-family ECOWAS International Volunteer position.

An international ECOWAS Volunteer cannot serve in their own country of origin.

ECOWAS is committed to promoting gender equality and equity. To this end, female candidates are strongly encouraged.

Only shortlisted candidates will be contacted. ECOWAS reserves the right to terminate the process without notice.