

Position Title	Senior Laboratory Technologist
Position Grade	G.6
Duty Station	Lilongwe, Malawi
Position Number	New
Job Family	Migration Health
Organizational Unit	10014625
Is this a Regional, HQ, MAC, PAC, Liaison Office, or a Country Office based position?	Country Office
Position rated on	(to be filled by Classifier)
Reports directly to	20094801
Number of Direct Reports	2

Organizational Context and Scope

Under the overall supervision of the Chief of Mission (CoM) and direct supervision of the Migration Health Physician the incumbent will be responsible for technical support to laboratory services with respect to Migration Health Assessments (HAP) and other programmes implemented by the IOM Migration Health Division in country Lilongwe, Malawi.

Responsibilities and Accountabilities

1. Organize laboratory services and oversee daily activities for efficient and optimal service delivery while adapting services to prevailing local conditions, levels of expertise and available technology.
2. Implement a laboratory quality management system according to national and/or international guidelines, towards compliance with ISO 15189:2012 or similar standards, in collaboration with the regional laboratory coordinator.
3. Ensure that facilities and biosafety measures in the laboratory meet international standards and country requirements inform the Regional Laboratory Coordinator of any non-compliance and propose corrective actions.
4. Ensure that IOM quality standards for laboratory services are applied and meet the needs for HAP and other programmes or other project requirements through the development and maintenance of a laboratory quality manual that includes Standard Operating Procedures (SOPs) which are up to date and undergo annual review.
5. Ensure that the equipment and consumables are sufficient for the anticipated workload. Plan and coordinate procurement, delivery, installation, maintenance and operation of all laboratory equipment and optimal expenditure of consumables.
6. Implement and maintain the system of organized record keeping, using IOM LIMS and MedStock applications, and information management for timely delivery of results, data collection, analysis and reporting for laboratory monitoring and facilitation to operational research

7. Maintain and promote high quality with regards to international standards in all aspects of service delivery via internal quality control and organizing participation in external quality assurance according to IOM standards.
8. Monitor needs of staffing levels for planned workload. Participate in and facilitate recruiting, training, guiding and supervising laboratory staff. Maintain records of staff development and training.
9. Ensure that external laboratories performing testing on behalf of IOM meet IOM and national quality standards.
10. Achieve and maintain national licensing and/or recognition according to the national requirements, or agreement, in collaboration with the CMHO and CoM.
11. Participate in annual HAP activities planning and budget preparation related to laboratory services.
12. Liaise on laboratory related topics with national laboratories and laboratories in other countries, IOM Departments and national relevant entities.
13. Establish, monitor and ensure a system of laboratory customer services meeting the expectations of clients, medical personnel, and counterparts; prioritize clients' interests and delivering of services with guiding principles of clients' dignity, beneficence and non-maleficence in courteous manner by the laboratory.
14. Ensures compliance with IOM instruction INS 278 and undertakes all designated mandatory trainings.
15. Perform such other duties as may be assigned.

Required Qualifications and Experience

EDUCATION

- Bachelor's degree from an accredited academic institution in Medical (Clinical) Laboratory Sciences, Microbiology or a related discipline
- In addition, preferably, Master's degree or higher degree from an accredited academic institution.
- A valid license to practice, if applicable.

EXPERIENCE

- Four years for Bachelor degree holder with relevant clinical laboratory experience in a busy institution, preferably in a laboratory.
- Proven management and/or Supervisory, organizational and planning skills.
- Demonstrated experience in clinical laboratory techniques;
- Demonstrated ability to implement a laboratory quality management system;
- Demonstrated knowledge of the principles and practices laboratory biosafety;
- Demonstrate effective managerial and leadership skills in the provision of quality laboratory services;
- Computer literate with good understanding of data collection and analysis for monitoring and continuous improvement of laboratory services and performance.
- Awareness of the laboratory role in health systems, optimal use of resources for quality and efficient services delivery.

SKILLS

- Effectively applies and transfers relevant technical knowledge and practices to personnel and laboratory operations
- Organizational skills;
- Communication skills.

Languages

REQUIRED

For all applicants, fluency in English (oral and written).

Competencies¹

I The incumbent is expected to demonstrate the following values and competencies:

VALUES - All IOM staff members must abide by and demonstrate these five values:

Inclusion and respect for diversity: Respects and promotes individual and cultural differences.

Encourages diversity and inclusion.

Integrity and transparency: Maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.

Professionalism: Demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Courage: Demonstrates willingness to take a stand on issues of importance.

Empathy: Shows compassion for others, makes people feel safe, respected and fairly treated.

CORE COMPETENCIES - Behavioural indicators – Level 2

Teamwork: Develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.

Delivering results: Produces and delivers quality results in a service-oriented and timely manner. Is action oriented and committed to achieving agreed outcomes.

Managing and sharing knowledge: Continuously seeks to learn, share knowledge and innovate.

Accountability: Takes ownership for achieving the Organization's priorities and assumes responsibility for own actions and delegated work.

Communication: Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

MANAGERIAL COMPETENCIES - Behavioural indicators – Level 2

Leadership: Provides a clear sense of direction, leads by example and demonstrates the ability to carry out the Organization's vision. Assists others to realize and develop their leadership and professional potential.

Empowering others: Creates an enabling environment where staff can contribute their best and develop their potential.

Building Trust: Promotes shared values and creates an atmosphere of trust and honesty.

Strategic thinking and vision: Works strategically to realize the Organization's goals and communicates a clear strategic direction.

Humility: Leads with humility and shows openness to acknowledging own shortcomings.

How to apply:

Interested candidates are invited to submit their applications via email to lilongwevacancy@iom.int by the 30th of January 2024.

Only shortlisted candidates will be contacted.