



**Title: Nephrologist – Renal Dialysis Unit:**

**Company:** Puntland Ministry of Health  
**Job Category:** Health  
**Contract Type:** 8 months  
**Travel Required:** 0-25%

**JOB SUMMARY.**

The Nephrologist specializes in the diagnosis, treatment, and management of kidney-related diseases and conditions in the department of Renal Medicine. The role involves providing expert medical care to patients with acute and chronic kidney disorders, including hypertension, electrolyte imbalances, and renal failure. The Nephrologist will also oversee dialysis treatments, manage kidney pre & post-transplant care, and provide consultations for complex renal cases.

To perform this job successfully, an individual must be able to perform each essential function with or without reasonable accommodation.

**MAIN TASKS AND RESPONSIBILITIES.**

**1. Patient Care:**

- Diagnose and treat acute and chronic kidney diseases, including glomerulonephritis, polycystic kidney disease, and renal failure.
- Develop and implement individualized treatment plans tailored to patients' specific needs and conditions and considering limited resources common in humanitarian environments.
- Provide comprehensive care for patients with end-stage renal disease (ESRD), including pre-dialysis education and management.
- Coordinate with dialysis centers to ensure optimal care for patients undergoing hemodialysis and peritoneal dialysis, considering logistical challenges.
- Manage complications related to kidney disease, such as anemia, bone mineral disorders, and cardiovascular risk factors.
- Conduct pre- and post-kidney transplant evaluations and ensure seamless coordination with transplant teams, where available.
- Educate patients and families on lifestyle modifications, such as dietary changes and fluid management, to slow disease progression, with special emphasis on local dietary habits.
- Provide palliative care and support for patients with advanced kidney disease when appropriate.
- Delivery of inpatient care for those patients under the care of the Department of Renal Medicine along with the provision of consultation support across the hospital, adapting to resource-limited settings.
- Delivering outpatient support to patients receiving renal replacement therapies including peritoneal dialysis, hemodialysis and pre and post renal transplant care both within the Renal Dialysis Unit and Outpatient Clinic.
- Working with the relevant subspecialty to enhance the provision of subspecialty care in the hospital, fostering local capacity building.
- Undertaking clinical duties in a professional, timely, and responsible manner, considering the urgency and scarcity of medical resources.

**2. Medical Procedures:**



- Perform or supervise dialysis procedures, including hemodialysis and peritoneal dialysis, with an understanding of equipment availability.
  - Conduct kidney biopsies and interpret diagnostic imaging and lab results, adapting to potentially limited diagnostic tools.
  - Prescribe and manage medications related to renal care, aware of drug availability and cost.
- 3. Collaboration and Consultation:**
- Work collaboratively with multidisciplinary teams, including dietitians, social workers, and primary care physicians, to provide holistic care in resource-constrained settings.
  - Provide consultations to other physicians regarding kidney-related complications, enhancing local healthcare practices.
- 4. Education and Training:**
- Educate patients and their families about kidney health, disease prevention, and treatment options, tailored to cultural and educational levels.
  - Mentor and train medical students, residents, and other healthcare professionals, contributing to long-term healthcare development.
- 5. Research and Development:**
- Stay updated on advancements in nephrology and integrate evidence-based practices into patient care, considering applicability in low-resource settings.
  - Participate in or lead clinical research projects to improve renal care outcomes, focusing on contextual relevance.
- 6. Administrative Duties:**
- Maintain accurate and detailed medical records, crucial for continuity of care in challenging environments.
  - Ensure compliance with medical regulations, hospital policies, and ethical standards, adapting to local health governance.

## **MINIMUM QUALIFICATIONS.**

- Medical degree (MD or equivalent) with specialization in Nephrology.
- Minimum of 10 years' experience in provision renal pathology related services including case management, capacity building and general management.
- Valid professional practice license from a recognized body in Somalia or globally.
- Experience in a similar setting or experience with humanitarian medical aid is highly desirable.
- Strong clinical skills in managing renal diseases, with an ability to work with limited resources.
- Excellent communication and cultural sensitivity skills to work effectively in Somalia's diverse environment.
- Ability to work in a team and lead when necessary, showing flexibility in a dynamic and challenging setting.

### **Code of Conduct**

As applicable to this position, an individual must promote and encourage a culture of compliance and ethics throughout the organization and maintain a clear understanding of International Medical Corps' and donor compliance and ethics standards and adheres to those standards. Staff are also responsible for preventing violations to our Code of Conduct and



Ethics, which may involve Conflicts of Interest, Fraud, Corruption or Harassment. If you see, hear or are made aware of any violations to the Code of Conduct and Ethics or Safeguarding Policy, you have an obligation to report.

If this is a supervisory position, one must set an example of ethical behavior through one's own conduct and oversight of the work of others; ensure that those who report to you have sufficient knowledge and resources to follow the standards outlined in the Code of Conduct & Ethics; monitor compliance of the people you supervise; enforce the Code of Conduct & Ethics and International Medical Corps' policies, including the Safeguarding Policy and the Protection from Harassment, Bullying and Sexual Misconduct in the Workplace Policy, consistently and fairly; support employees who in good faith raise questions or concerns.

### **Safeguarding**

It is all staff shared responsibility and obligation to safeguard and protect populations with whom we work, including adults who may be particularly vulnerable and children. This includes safeguarding from the following conduct by our staff or partners: sexual exploitation and abuse; exploitation, neglect, or abuse of children, adults at risk and any form of trafficking in persons.

### **Equal Opportunities**

International Medical Corps is proud to provide equal employment opportunities to all employees and qualified applicants without regard to race, color, religion, sex, national or ethnic origin, age, disability or status as a veteran.

Interested and qualified individuals should please submit a two-page CV and a one-page cover letter detailing how you qualify for the role to: [hr@garowegeneralhospital.com](mailto:hr@garowegeneralhospital.com), latest by May 19th, 2025

I have reviewed the contents of this document and acknowledge receipt of this job description.

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**Staff Full Name**

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**Signature**

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**Date**

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**Supervisor Full Name.**

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**Signature**

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**Date**