



Position Title : Laboratory Technologist (Technician)
Duty Station : Harare, Zimbabwe
Classification : General Service Staff, Grade G4
Type of Appointment : Fixed term, one year with possibility of extension
Estimated Start Date : As soon as possible
Reference Number : VN2022/02
Closing Date : 26 January 2022

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental, and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants

Context:

Under the overall guidance from the Chief of Mission, and direct supervision of the Migration Health Physician with technical coordination from the Regional Quality Management & Compliance Officer in Nairobi, the successful candidate will be responsible for providing support and contributing to the different laboratory services to Migrants and refugees from IOM MHD field operations and non-IOM panel sites from different parts of the world under the different health assessment programmes.

Core Functions / Responsibilities:

- Perform laboratory procedures as assigned by the Migration Health Physician for pre-examination, examination, and post-examination activities through use of standard relevant equipment.
- Ensure standards and the quality of laboratory procedures by strictly following the Standard Operating Procedures (SOPs).
- Adhere to biosafety measures adopted in the laboratory, minding the safety of oneself and others.
- Organize and operate activities on assigned station for accurate, efficient, and timely delivery of results.
- Perform quality control activities for assigned stations and document results as required.
- Facilitate the maintenance of laboratory equipment in good working order and

operate equipment appropriately following SOPs.

- Facilitate laboratory stock management and ensure that the equipment and consumables are sufficient for the anticipated work.
- Facilitate the maintenance of established system of organized record keeping and information management for timely delivery of results, data collection, analysis and reporting for laboratory monitoring and facilitation to operational research.
- Participate in the development and updating of SOPs as needed.
- Participate in the improvement of the service system according to adopted work plan in the laboratory.
- Perform such other duties as may be assigned.

Qualifications and Experience:

- University degree in Medical Technology related field from an accredited academic institution with 2 years relevant professional experience or
- Diploma in Medical (Clinical) Laboratory Sciences, Microbiology, or a related discipline with 4 years' experience.

Experience

- Relevant laboratory experience in a busy institution, preferably in a laboratory.
- Relevant technical knowledge and practices to personnel and laboratory operations.
- Computer literate with understanding of accurate data collection and analysis for monitoring and continuous improvement of laboratory services and performance; and,
- Good awareness of the laboratory role in health systems, optimal use of resources for quality and efficient services delivery.

Technical Skills

- Strong communication, prioritization, and coordination skills to manage all test requests coming into the laboratory.
- Demonstrate strong teamwork and communication skills.
- Strong problem solving/decision making skills and ability to work autonomously.
- Stakeholder management skills and experience.
- Demonstrated mechanical ability is required, as well as a strong foundation in SQC principles, data analysis, and experience with Sample Manager.
- Strong communication skills with multi-disciplinary teams.
- Computer literate with strong information technology skills.

Languages

Proficiency in written and spoken English.

Required Competencies

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- 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.

Core Competencies – behavioural

- 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 of achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring, and motivational way.

Other

- Appointment will be subject to certification that the candidate is medically fit for appointment.
- No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications to vacancieshre@iom.int by 26 January 2022 at the latest, referring to this advertisement.

Female candidates who are qualified and experienced are especially encouraged to apply.

Only shortlisted candidates will be contacted.

Posting period:

From 12 January 2022 to 26 January 2022