

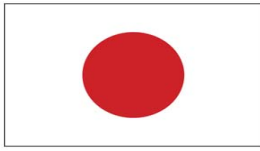
**From
the People of Japan**



International Organization for Migration (IOM)
The UN Migration Agency

Return of Qualified Afghans Programme **TERMS OF REFERENCE**

I. POSITION INFORMATION	
Position title:	Physiotherapist
Host Institution:	HROA Hospital (United Medical Complex)
City:	Kabul
Position number:	2
Organizational unit:	Orthopaedic/Physiotherapy
Reporting directly to:	Medical Coordinator
Overall supervision by:	Health Management Director
Managerial responsibility:	Physiotherapy
Directly reporting staff:	Nurses
II. ORGANIZATIONAL CONTEXT AND SCOPE	
<p>Under the direct supervision of Medical Coordinator and the overall supervision of Health Management Director, the candidate will be primarily responsible for Physiotherapy.</p>	
III. RESPONSIBILITIES AND ACCOUNTABILITIES	
<p><u>Main duties and responsibilities:</u></p> <ol style="list-style-type: none"> 1. Physiotherapy 2. OPDs 3. IPDs <p><u>Other duties and responsibilities</u></p> <ol style="list-style-type: none"> 1. Preparing for procedures 2. Reviewing files 3. Meeting with Patients 	
IV. COMPETENCIES	
<p>The incumbent is expected to demonstrate the following technical and behavioural competencies:</p>	
Behavioural	



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Accountability

- Accepts and gives constructive criticism
- Follows all relevant procedures, processes, and policies
- Meets deadline, cost, and quality requirements for outputs
- Monitors own work to correct errors
- Takes responsibility for meeting commitments and for any shortcomings

Client Orientation

- Identifies the immediate and peripheral clients of own work
- Establishes and maintains effective working relationships with clients
- Identifies and monitors changes in the needs of clients

Continuous Learning

- Contributes to colleagues' learning
- Demonstrates interest in improving relevant skills
- Demonstrates interest in acquiring skills relevant to other functional areas
- Keeps abreast of developments in own professional area

Communication

- Actively shares relevant information
- Clearly communicates, and listens to feedback on, changing priorities and procedures
- Writes clearly and effectively, adapting wording and style to the intended audience
- Listens effectively and communicates clearly, adapting delivery to the audience

Creativity and Initiative

- Proactively develops new ways to resolve problems

Leadership and Negotiation

- Convinces others to share resources
- Presents goals as shared interests

Performance Management

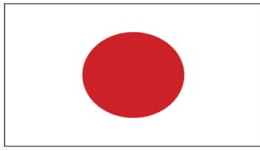
- Provides constructive feedback to colleagues
- Provides fair, accurate, timely, and constructive staff evaluations

Planning and Organizing

- Sets clear and achievable goals consistent with agreed priorities for self and others
- Identifies priority activities and assignments for self and others
- Organizes and documents work to allow for planned and unplanned handovers
- Identifies risks and makes contingency plans

Professionalism

- Masters subject matter related to responsibilities
- Identifies issues, opportunities, and risks central to responsibilities
- Incorporates gender-related needs, perspectives, and concerns, and promotes equal gender participation



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- Persistent, calm, and polite in the face of challenges and stress
 - Treats all colleagues with respect and dignity
- Teamwork**
- Actively contributes to an effective, collegial, and agreeable team environment
 - Contributes to, and follows team objectives
 - Gives credit where credit is due
 - Seeks input and feedback from others
 - Delegates tasks and responsibilities as appropriate
 - Actively supports and implements final group decisions
 - Takes joint responsibility for team's work
- Technological Awareness**
- Learns about developments in available technology
 - Proactively identifies and advocates for cost-efficient technology solutions
 - Understands applicability and limitation of technology and seeks to apply it to appropriate work

Technical (*specific to the job family*)

- Good time management
- The ability to rapport with patients from a variety of backgrounds and communicate with their relatives and carers
- Tolerance and patience
- Good physical health and fitness
- Interpersonal skills
- Team working skills

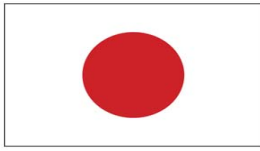
V. EDUCATION AND EXPERIENCE (*specific to the category and (expected) level of the position*)

- A Completed university degree in Physiotherapy
- Relevant work experience in physiotherapy with demonstrable successes
- Excellent verbal and written communication skills in Dari/Pashto.

VI. LANGUAGES

Required

<ul style="list-style-type: none"> ▪ Dari ▪ Pashto 	<p>Fluent Fluent</p>
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▪ English	Medium
Advantageous	
▪ Whether the patient's problem is a result of injury or disease, the physical therapist is a rehabilitation specialist who fosters the patient's return to maximal function. A Physiotherapist really makes a difference in patient's life.	