

Job description  
**Medical referent – Cambodia**

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**Job environment:**

Country of intervention: Cambodia  
Location: Phnom Penh and provinces  
Duration: 1 year  
Starting date: April 1<sup>st</sup> 2021

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**Hierarchical and functional links:**

under the authority of                      Country director (local), Program director and General coordinator (headquarter)

In link with                                      Admin and finance executive; medical and paramedical team (local)

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Douleurs Sans Frontières (DSF) is a French organization implementing a palliative care program for cancer patients in Cambodia since 2011, and a home-based care program since 2016. Palliative care is only at its early stage in Cambodia. The public health system is focusing more on the provision of care with curative intention, and lacks sufficient financial and human resources to establish palliative care services, moreover at the patients' home.

Working in close collaboration with local health authorities, public hospitals and other partner organization, its objectives are to:

- promote and provide quality palliative care adapted to the Cambodian cultural context and the structure of the health system
- build capacities of the public health system/community networks in the delivery of palliative care
- support the Ministry of health in the development of palliative care at the national scale

Under the authority of the National director, the medical referent draws and implement the training programmes of DSF expertise in all relevant field of expertise (palliative care, support care, pain management). He/she ensures the quality of the medical activity and provides technical expertise for the improvement/development of DSF activities.

The medical referent's missions aim at

- strengthening and confirming DSF's medical expertise in the local context
- enhancing the capacity of internal training and fostering the transfer of DSF 's expertise to its local partners
- ensuring the technical relevance and quality of DSF's interventions and strategic orientations

### **Missions :**

- Designing and providing training in palliative care, pain management, support care, etc. to DSF team and partners
- Supporting DSF team in the care and follow-up of patients included in the program
- Providing technical support and advice for the development of DSF's activities as well as public relations in link with the director

These responsibilities will be in conjunction with DSF project objectives and deliverables.

### **Functions:**

#### **1. Training and capacity building**

- Support DSF's training capacities through the update/ development of learning and training curricula/materials on palliative care, pain management, support care, etc. both for internal and external use
- Draw and implement the training plan of DSF medical staff in line with the curricula
- Support the local medical team in the training of DSF's partners (public hospitals and health centers, community workers, NGOs) in line with DSF curricula and strategy
- Provide awareness raising and training sessions to the students of the University of Health Sciences on palliative care, pain management, or others in accordance with DSF's action plan

#### **2. Supporting the medical activity:**

- Control the quality of the medical activity
- Provide support to the medical team for the management of complex cases (punctual support, monthly case review meeting)
- Support the good management of the pharmacy (technical advice and recommendations)
- Provide medical consultations (occasional) in case of absence of the medical team

### **3. Supporting the development of DSF's program:**

- Provide technical advice in the conception of key strategic documents (guidelines, action plans, capitalization study, etc) and the content of DSF's advocacy activities
- Provide technical advice on DSF interventions and/or strategic orientations
- Contribute to developing and maintaining relationships with the medical community, donors, peer organizations, local authorities and institutions and other relevant stakeholders

The medical referent may be required to perform additional tasks not mentioned above but corresponding to the nature of his job, after approval from head office.

In addition, these functions may change after a decision by DSF headquarters depending on the needs of the organization.

### **Profile:**

#### **Academic training or equivalent training and work experience:**

- Medical degree recognized by the Ministry of Health
- Speciality: general practitioner (or oncology)
- University education in pain management/palliative care

#### **Essential skills and experience:**

##### Medical and paramedical care

- Clinical evaluation of a patient under palliative care: questioning and physical examination, diagnostic and therapeutic evaluation of the patient
- Therapeutic management of any pain (nociceptive, mixed, neuropathic) and the main symptoms of discomfort encountered in palliative care
- Psychological support for patients and their families
- Therapeutic education and support advice for families and in particular concerning nursing care, oral care, bedsores and prevention of constipation

##### Capacity building on pain management and palliative care

- Design of training programmes and associated materials
- Animation of trainings and conferences
- Practical and continuing training (including mentoring)

### **Required skills**

- Strong level of English (speaking, reading and writing) required. Khmer language is a plus.
- Proficient in MS Office packages (Excel, Word, PowerPoint),

#### Preferred qualifications

- Knowledge or experience in project management
- Interest for international cooperation and humanitarian issues
- Relevant field-based experience in a similar context is a plus (South East Asia preferred)

#### Qualities

- Presentation, facilitation, training, mentoring, and coaching skills
- Listening skills and sense of diplomacy
- Adaptability including in an intercultural context
- Ability to work in a team and good communication skills
- Significant flexibility according to the constraints and needs of the program
- Ability to solve problems and take initiatives
- Ability to prioritize activities based on emergencies