PROFILE OVERVIEW AND OBJECTIVE

Australian Red Cross (ARC) has a long history of working with its Red Cross Movement Partners (the International Committee of the Red Cross (ICRC), the International Federation of Red Cross Red Crescent (Federation) and National Societies) to support response operations for emergencies or protracted crises. One of the ways we do this is by recruiting, training and deploying humanitarian aid workers (delegates) into field operations led by either the ICRC or Federation.

The Detention Doctor works within ICRC operations and accordingly provides humanitarian assistance to people affected by conflict and armed violence.

Detention Doctors visit places of detention examining individual and collective detainee health: hygiene, access to water, nutritional status, access to food and medical care and the functioning of the healthcare system within the detention facility. The role also involves examining specific patient cases and documenting instances of torture and other types of ill-treatment, both physical and psychological.

KEY RESPONSIBILITIES
- Assesses the health of individuals and groups within a detention facility, taking into account nutrition, hygiene, access to water and food, rates of communicable diseases, and other health factors relevant to the population
- Designs and implements projects and initiatives aimed at improving detainees' access to effective healthcare, and the broader facility's healthcare system
- Ensures that projects are monitored and evaluated through the collection and analysis of data
- Conduct a thorough analysis of the local health facilities and linkages with the national health system to leverage and advocate for improved or additional health services in the facility
- Contributes to the development and/or implementation of the health care in detention strategy
- Liaises with other member of the detention team to provide guidance on all health and hygiene-related matters
- Generates reports on internal visits or internal institutional documents, including the documentation of cases of ill-treatment when appropriate
- Provide emergency assistance and follow up in cases of ill and wounded detainees (including hunger strike) in line with internal protocols
- Ensures health team training and identifies additional needs to ensure complementary clinical training
- Ensures adherence and respect for medical ethics

KEY KNOWLEDGE, QUALIFICATIONS AND EXPERIENCE
- Bachelor's degree in medicine
- Current registration to practice as a medical practitioner (current valid license to practice in Australia)
- Between 3 – 5 years' experience in working in clinical medicine with sound knowledge in public health with a minimum of two years of international humanitarian experience
- Previous experience in prison health and international human rights *(preferred)*
- Experience in health project management and the project management cycle, including monitoring, evaluation and reporting
- Experience in capacity strengthening and development of team members including skills in coaching and mentoring
- Excellent communication and influencing skills, including fluent spoken and written English and a good command of two additional languages (French, Arabic, Spanish, Russian)
- Strong computer literacy including competence with the Microsoft Office Suite
- Current driver's license and the ability to confidently drive a manual vehicle

BEHAVIOURAL COMPETENCIES
- Culturally competent with excellent ability to work effectively as part of multicultural teams and engage in a respectful, considerate manner with local staff and communities
- Well-developed ability to analyse situations, make decisions and prioritise accordingly
- A sensitive and respectful approach to engaging with vulnerable individuals and communities
- Extremely flexible and adaptable, comfortable complying with protocols and regulations set to mitigate risks
- Ability to work in a challenging and demanding environment while keeping a consistent, courteous and positive attitude towards others