



## Vacancy Announcement

### **Job Description:**

**Company:** International Medical Corps.

**Job Title:** NCDs Trainer.

**Contract type:** Consultant.

**Length of Assignment:** 6 days

**Duty Station:** Syria (Aleppo).

**Number of Vacancies:** 1.

**Application Closing Date:** May 13, 2026, 4:00PM.

Assignment Purpose: The function of the NCDs Trainer is to provide training to the Health program in Idlib.

### **Key Tasks / Deliverables:**

#### **1. Background and Context**

Non-communicable diseases (NCDs), primarily cardiovascular diseases, cancers, chronic respiratory diseases, and diabetes, are the leading cause of death and disability worldwide. IMC is implementing a health program aimed at strengthening the prevention, screening, early detection, and management of NCDs at the primary healthcare level in Aleppo.

A critical gap identified is the limited capacity of healthcare workers (HCWs) to effectively manage NCDs according to national and WHO guidelines. To address this, a skilled and experienced NCD trainer is required to develop and deliver a comprehensive training program for our frontline health staff.

#### **2. Objective of the Assignment**

The primary objective of this assignment is to enhance the knowledge, skills, and competencies of selected healthcare workers in the prevention, screening, diagnosis, management, and follow-up of key NCDs, thereby improving the quality of NCD services within the program's catchment area.

#### **3. Scope of Work and Key Responsibilities**

The NCD Trainer will be responsible for the following:

##### **A. Curriculum and Material Development:**

- Develop/adapt a standardized, evidence-based NCD training curriculum and modules tailored to the primary healthcare level. Key topics should include:
  - Overview of the major NCDs (CVD, Diabetes, CRDs, Cancer) and their risk factors.
  - WHO PEN (Package of Essential NCD Interventions) protocols.
  - Screening and early detection techniques (e.g., WHO STEPS, risk assessment, blood glucose measurement).
  - Diagnosis and management of hypertension, diabetes, and asthma.
  - Patient counseling and communication for behavior change (healthy diet, physical activity, tobacco cessation, harmful use of alcohol).
  - Use of relevant equipment (e.g., glucometer, sphygmomanometer, spirometer).
  - Data recording, reporting, and follow-up of patients.
  - Referral pathways and systems.
- Develop pre-and post-training evaluation tools to measure knowledge acquisition.
- Prepare all necessary training materials, including PowerPoint presentations, handouts, case studies, and job aids.

##### **B. Training Delivery:**

- Plan and schedule training sessions in coordination with the program manager.
- Conduct interactive and participatory direct training for frontline health workers (20 doctors) through 3 days.

- Employ a mix of methodologies: lectures, group discussions, demonstrations, role-plays, and practical hands-on sessions.
- Ensure all training sessions are conducted in a professional and engaging manner.

### **C. Monitoring, Evaluation, and Reporting:**

- Administer pre- and post-training tests to evaluate the effectiveness of the training.
- Prepare a comprehensive end-of-training report for each session, including results of evaluations, challenges, recommendations, and photographs.
- Provide recommendations for post-training supportive supervision and follow-up.
- Submit a final consolidated report at the end of the assignment summarizing all activities, outcomes, and impact.

### **Expected Deliverables**

**1. Inception Report & Work Plan:** Detailed plan for the assignment within one week of commencement.

**2. Training Needs Assessment Report.**

**3. Complete Set of Training Materials:** Finalized curriculum, modules, presentations, handouts, and evaluation tools.

**4. Training Sessions Conducted:** Completion of all agreed-upon training workshops.

**5. Training Reports:** A detailed report for each training session conducted.

**6. Final Consolidated Report:** Incorporating all aspects of the assignment, including lessons learned and recommendations for sustainability.

### **Required Qualification, Skills, and Experience:**

- A to be a doctor
- B to have a specialization in internal medicine
- C to have experience in training NCDs

### **Qualifications and Experience:**

#### ✓ **Essential:**

1. Medical Doctor (MBBS/MD) or a Master's degree in Public Health, Nursing, or a related field
2. with a focus on NCDs.
3. Minimum of 5 years of proven experience in clinical management of NCDs.
4. Minimum of 3 years of direct experience in designing curricula and training health

#### ✓ **professionals on NCD-related topics.**

1. In-depth knowledge of WHO NCD guidelines and protocols, especially WHO PEN.
2. Excellent facilitation, presentation, and communication skills in [Local Language(s)] and English.
3. Strong report-writing skills.

## **1. Background**

- Healthcare-associated infections (HAIs) represent a significant risk to patients, healthcare workers, and the community. Effective Infection Prevention and Control (IPC) practices are essential to reduce transmission of infections, improve patient safety, and ensure compliance with national and international health standards.
- To strengthen IPC capacity, a qualified Infection Prevention and Control Trainer will be engaged to design and deliver structured IPC training programs for healthcare staff.

## **2. Purpose of the Assignment**

- The purpose of this assignment is to build the knowledge, skills, and competencies of healthcare workers in Infection Prevention and Control through high-quality, evidence-based training, thereby improving infection control practices and patient safety outcomes.

- For HR use:

### 3. Scope of Work

The IPC Trainer will be responsible for the following activities:

- Conduct an assessment of IPC training needs among targeted healthcare staff
- Develop or adapt IPC training materials aligned with WHO and national IPC guidelines
- Deliver interactive IPC training sessions (theoretical and practical)
- Facilitate demonstrations and simulations on standard and transmission-based precautions
- Train staff on:
  - ✓ Hand hygiene
  - ✓ Use of personal protective equipment (PPE)
  - ✓ Environmental cleaning and disinfection
  - ✓ Waste management
  - ✓ Sterilization and disinfection
  - ✓ Injection safety
  - ✓ Isolation procedures
- Support behavior change and compliance with IPC standards
- Conduct pre- and post-training evaluations
- Provide on-the-job coaching and mentorship where required
- Prepare training reports and recommendations for continuous improvement

### 4. Key Deliverables

The IPC Trainer is expected to deliver:

- IPC training plan and agenda
- Customized IPC training materials (presentations, handouts, SOPs)
- Conducted IPC training sessions according to the agreed schedule
- Pre- and post-training evaluation results
- Final training report including:
  - ✓ Number of staff trained
  - ✓ Training outcomes
  - ✓ Challenges and recommendations

### 5. Reporting and Supervision

- The IPC Trainer will report to the **Health Manager** and coordinate closely with facility management and infection control committees.

### 6. Required Qualifications and Experience

The trainer should meet the following minimum requirements:

- Degree in Nursing, Medicine, Public Health, or related health field
- Formal training or certification in Infection Prevention and Control
- Minimum **3–5 years** of experience in IPC or healthcare quality improvement
- Proven experience in training adult learners
- Strong facilitation, communication, and presentation skills
- Knowledge of WHO IPC guidelines and national infection control standards

### 8. Competencies

- Strong technical knowledge of IPC principles
- Ability to translate guidelines into practical actions
- Excellent interpersonal and coaching skills
- Cultural sensitivity and professionalism
- Strong organizational and reporting skills
-

- **Salary and Benefits:**

- Life Insurance.

- **Ethical Conduct at International Medical Corps:**

As part of a global, humanitarian team dedicated to saving lives, easing suffering, and building self-reliance, International Medical Corps staff are responsible for adhering to our *Code of Conduct and Ethics* and for knowing and abiding by International Medical Corps policies and standards. All staff play a vital role in preventing violations of our *Code of Conduct and Ethics*, including conflicts of interest, fraud, corruption, and any kind of exploitation or abuse. International Medical Corps is also committed to providing a safe and healthy work environment free of harassment, bullying, and other misconduct, enabling staff to build and maintain professional, respectful working relationships.

International Medical Corps prioritizes safeguarding the populations with whom we work from exploitation, neglect, or abuse of children and adults at risk, and/or any form of trafficking in persons. International Medical Corps is committed to engaging members of crisis-affected communities to participate in meaningful ways in a crisis response, including making informed decisions about the assistance they receive, mitigating potential risks, and holding us accountable for the commitments we make. All staff are expected to support International Medical Corps' culture of accountability toward our stakeholders, particularly the crisis-affected communities and individuals we serve.

As part of International Medical Corps' commitment to a speak-up culture and as one of the primary ways we collectively hold ourselves accountable for complying with the ethical principles and standards of conduct outlined in the *Code of Conduct and Ethics*, all staff are required to report suspected or actual misconduct or violations of organizational policies. Our *Code of Conduct and Ethics* and *Whistleblower Policy* prohibit any form of retaliation against whistleblowers or individuals who report a concern in good faith. Staff who violate these protections may be subject to disciplinary action, up to and including termination of employment or contractual relationship with International Medical Corps.

- **About us:**

Humanitarian, nonprofit organization dedicated to saving lives and relieving suffering through health care training and relief and development programs.

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

**International Medical Corps never asks job applicants for a fee, payment, or other monetary transaction.**

**If you are asked for money in connection with this recruitment, please report to International Medical Corps at the website for reporting misconduct : [www.InternationalMedicalCorps.ethicspoint.com](http://www.InternationalMedicalCorps.ethicspoint.com)**

**Please do not submit your CV or application to this website; it will not be considered for review.**

**WOMEN ARE STRONGLY ENCOURAGED TO APPLY.**

**This position is urgently required, and recruitment will be conducted on a rolling basis. Interested candidates are encouraged to apply as soon as possible, as the vacancy may be filled before the closing date.**

To apply for this vacancy please click on the following link and fill in the required information:

**[NCDs Trainer- Syria \(NWS\)-NTSN-13052026](#)**

Alternatively, scan the following QR code by your mobile camera:

