



Republic of the Marshall Islands

MINISTRY OF HEALTH

P.O. Box 16

Majuro, Marshall Islands 96960

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JOB DESCRIPTION

Position Title	Respiratory Therapist
Position Type	Short-term, Technical Consultant/Contractor
Ministry and Division	Ministry of Health and Human Services, Bureau of Majuro Health Care Services, Majuro Hospital
Location	Delap Village, Majuro Atoll
Contract Period	12 months; possible extension for up to another 12 months pending need, work performance and funding availability
Immediate Supervisor	Dr. Robert Maddison, Chief of Staff, Majuro Hospital
Contracting Agency	Pacific Island Health Officers' Association (PIHOA) on behalf of RMI MOHHS
Salary/Compensation	Negotiable based on academic qualifications and experience pertinent to the stated job responsibilities

JOB PURPOSE: The Respiratory Therapist, as a short-term, technical consultant/contractor, will support the planning, coordination and implementation of the Republic of the Marshall Islands' (RMI) Ministry of Health and Human Services (MOHHS) COVID-19 Preparedness and Response Plan, with specific focus on strengthening systems, policies, protocols and capacities for effective and timely detection and surveillance of COVID-19 transmission across the RMI.

KEY RESPONSIBILITIES: Under the direction and supervision of the designated RMI MOHHS Supervisor, the Respiratory Therapist will:

1. Assess confirmed or suspected COVID-19 hospitalized patients in isolation or ICU exhibiting breathing and/or other cardiovascular difficulties and consult with attending clinician on appropriate treatment plans. If there are no confirmed or suspected COVID-19 patients, work may be performed on other patients as assigned by the RMI MOHHS Supervisor, including patients undergoing COVID-19 quarantine, as needed;
2. Perform routine diagnostic procedures to monitor patient progress and implement patient treatment plan as ordered by the attending clinician and report/chart results in a clear and concise, timely manner to inform effective and safe patient management. Such duties may also include:
 - a. Administering, assessing and interpreting pulmonary function treatments (inhalants, mechanical ventilators, therapeutic gas administration apparatus and nebulizer);
 - b. Performing bronchopulmonary drainage with breathing exercises and monitoring physiological responses to therapy;
 - c. Evaluating effects and progress of respiratory therapy treatments by observing and following up with the patient; and
 - d. Preparing patient for safe and timely discharge upon completion of treatment plan.
3. When requested, assist the attending clinician to enter, compile and/or file additional patient information in patient medical charts and/or hospital information system;
4. Maintain patient confidentiality at all times;
5. Maintain high adherence and compliance to infection prevention and control (IPC) measures in all work settings, including logging and reporting IPC non-compliance to the RMI MOHHS Supervisor;
6. Coordinate with the RMI MOHHS BioMed team to regularly assess and ensure safe operating parameters of all diagnostic equipment, and with the RMI MOHHS Medical Supply office for timely procurement of any

required diagnostic equipment and ancillary supplies to mitigate any stockouts and assure effective and safe patient care;

7. If needed, assist the RMI MOHHS Supervisor to further refine/update associated clinical assessment and treatment protocols and procedures;
8. On request, assist the RMI MOHHS Supervisor to compile and present information to the RMI MOHHS' COVID-19 Response Task Force and National Emergency Operations Center to inform on-going COVID-19 preparedness and planning efforts; and
9. Perform other duties as assigned by the RMI MOHHS Secretary of Health and designated RMI MOHHS Supervisor appropriate to the general terms of this position.

Key Deliverables:

1. Number of COVID-19 and other priority patients that are effectively supported and treated in a safe, timely and quality manner;
2. Key RMI MOHHS and government stakeholders are kept informed of critical information to support effective and timely COVID-19 preparedness and response.

DESIRABLE REQUIREMENTS:

Qualification:

1. Bachelor's degree or above in respiratory therapy, or equivalent nursing degree with specialization on respiratory illnesses, from an accredited tertiary institution;
2. Current License or Certificate of Practice from a recognized accreditation body; and
3. Valid Cardiopulmonary Resuscitation (CPR) and/or Advanced Life Support (ALS) certification.

Skills:

1. Minimum of 5 or more years of working experience as a practicing and licensed Respiratory Therapist, with strong preference for working experience in limited-resource settings;
2. Demonstrated knowledge and practical experience in carrying out the duties and responsibilities of a Respiratory Therapist as indicated in the Key Responsibilities section above;
3. Have no evidence of malpractice, or other performance and competency issues, from prior employers;
4. Must have demonstrated high level of interpersonal skills and ability to facilitate effective and compassionate communication with patients, healthcare staff and RMI MOHHS leadership;
5. Must have intermediate to advanced computer skills, including familiarity with MS Office applications such as Word, Excel and Powerpoint;
6. Must have intermediate to advanced English-speaking and English writing skills given the job requirements for timely and effective communication and reporting;
7. Must have excellent observational skills, attention to detail and able to demonstrate high-level critical-thinking and effective decision-making to resolve problems as they arise;
8. Must be self-motivated, disciplined and able to operate with limited supervision;
9. Must demonstrate compassion, patience and ability to adapt to less-than-ideal and intense working conditions, including working with patients with little or no English-speaking skills and diverse cultural/ideology beliefs and practices;
10. Demonstrated ability to work collaboratively with other healthcare professionals in a team-based environment;
11. Must have valid passport to be able to travel domestically and internationally; and
12. When requested, must be able to submit a Police Report of good standing.

Other Requirements:

1. Where relevant to the position, must be able to pass and receive Certificate or License of Practice from the RMI MOHHS' Medical Certification and Licensure Board prior to contract execution. This Certificate/License of

Practice must be maintained in good standing throughout the contract performance period. Failure to do so may result in immediate termination.

Other Information/Benefits:

- In addition to a competitive negotiated, flat-rate monthly base compensation, the successful candidate will be provided up to, but not exceeding, USD 1,500 in monthly housing allowance paid directly to the owner upon receipt of executed rental (housing) contract. Any rental expenses beyond USD 1,500 will be at the expense of the candidate.
- The candidate will be eligible for certain reimbursable expenses upon submission of proper receipt and payment documentation, including up to but not exceeding, USD 40 per month in local transportation (fuel, taxi, or car rental) expenses, and up to but not exceeding USD 200 per month in local communication expenses (internet/cell cards or wifi/mifi installation and usage fees). Any expenses incurred beyond these ceilings will be at the expense of the candidate.
- All other office and program supplies needed to conduct required work will be provided by PIHOA and the RMI MOHHS, including, but not limited to a laptop and relevant software subscriptions and laptop accessories and general office supplies (PIHOA) and office space (RMI MOHHS).
- All international travel expenses between candidate’s home base and duty station will be fully covered by PIHOA using the most economically and direct travel routes (coach class), including any required transit accommodation and related expenses (ground transportation to/from airport and transit hotel) and transit daily subsistence allowance per PIHOA’s Travel Policy, at start and conclusion of contracted performance period. Any accompanied luggage/cargo, or excess weight expenses and travel insurance fees may be eligible for reimbursement upon submission of proper expenses receipts from the airline and travel insurance provider. Any local, domestic travel required in the conduct of work within the RMI will be covered by the RMI MOHHS. All other travels not associated with contracted work will be at the expense of the candidate.
- Aside from what is stated above, no other benefits will be provided by PIHOA or the RMI MOHHS. Any medical or other insurance expenses, local and home base taxes will be the responsibility of the candidate. PIHOA, however, will maintain some funds under its sub-contract with the RMI MOHHS to support any, upfront expenses for emergency, medical evacuation, in the event such will be needed.
- At this time and until further notice, all successful candidates will have to undergo pre-departure and arrival quarantine and COVID-19 testing at designated quarantine facilities in Fiji or Hawaii, and on arrival, in designated quarantine sites in the RMI. All pre-departure and arrival quarantine-related expenses will be covered by PIHOA and the RMI Government.

Approved by:

MOHHS Secretary of Health

Date