



Vacancy Announcement

Job Description:

Company: International Medical Corps.

Job Title: Internal Medicine Specialist.

Contract type: Special Service Agreement.

Duty Station: Syria (Rural Damascus –Adra Al Balad & Ras Al Maara).

Number of Vacancies: 2.

Application Closing Date: June 30,2026, 4:00PM.

1. Assignment Purpose:

To provide comprehensive internal medicine care to adult patients in a high-acuity, resource-constrained humanitarian setting, including management of acute and chronic conditions, stabilization of critically ill patients, and support to multidisciplinary clinical teams.

To perform this job successfully, an individual must be able to perform each essential function with or without reasonable accommodation.

2. Scope of Work

The Internal Medicine Specialist. will be responsible for the following activities:

Clinical Care

- Diagnose and manage a wide range of adult medical conditions (e.g., infections, NCDs, cardiovascular, respiratory, endocrine)
- Stabilize and manage acutely ill patients, including those requiring urgent or critical care
- Provide inpatient and outpatient care as per facility setup
- Support triage and prioritization during mass casualty incidents
- Initiate and monitor treatment plans within available resources and protocols
- Identify cases requiring referral and coordinate transfers when feasible

Emergency & Humanitarian Response

- Participate in emergency response, including mass casualty management
- Adapt clinical decision-making to limited diagnostics and therapeutics
- Support outbreak detection, reporting, and response activities

Quality of Care

- Adhere to clinical guidelines, protocols, and infection prevention and control (IPC) standards
- Participate in clinical audits, case reviews, and morbidity/mortality discussions
- Promote rational use of medications and antimicrobial stewardship

Team Collaboration

- Work closely with surgeons, emergency physicians, nurses, and other specialists
- Provide clinical guidance and mentorship to junior staff and national colleagues
- Coordinate with pharmacy, lab, and support services

Training & Capacity Building

- Support on-the-job training for medical staff
- Contribute to development/adaptation of clinical protocols

- Strengthen local capacity where feasible

Documentation & Reporting

- Maintain accurate and timely patient records
- Contribute to health information systems and reporting requirements

Perform other duties as assigned. The duties and responsibilities listed in this document are representative of the nature and level of work assigned and not necessarily comprehensive.

3. MINIMUM QUALIFICATIONS

- Medical degree (MD or equivalent)
- Completed residency in Internal Medicine
- Valid medical license
- Minimum 3–5 years of clinical experience post-residency
- Experience in emergency, critical care, or acute medicine strongly preferred
- Exposure to trauma and critically ill patients
- Strong clinical judgment in resource-limited settings
- Ability to work rotational shifts, including nights and weekends
- Prior humanitarian or low-resource setting experience highly desirable
- Previous work experience with IMC/NGO highly desirable
- Ability to work under pressure and in insecure environments
- Excellent teamwork and communication
- Cultural sensitivity and adaptability
- Fluency in English and a relevant local language required
- Experience working in a high-workload and high-stress environment
- Flexibility, sound decision-making and problem-solving skills.
- Essential computer literacy (word, excel and internet).

○ **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

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:

Ras Al Maara <https://enketo.ona.io/x/eFUJfyc>

Adra Al Balad <https://enketo.ona.io/x/9nvvBWlr>