



(Vacancy Announcement)
Physiotherapist - 1 Position
Job Level – (H.2)
Duty station – Yangon

Duration : 12 Months - further extension conditional upon funding
VA :2025-HI-028

Organization:

Humanity & Inclusion (HI - registered as the Federation Handicap International) is an independent and impartial aid organization working in situations of poverty and exclusion, conflict and disaster. HI works alongside persons with disabilities and people in need of support, taking action and bearing witness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

In emergency, HI's mandate widens to target the groups most in need within any population taking gender inequities into account – from isolated rural communities, to persons with disabilities, to excluded minority groups – to ensure their equal access to appropriate relief aid. HI works to meet the needs and defend the rights of children, women, and men with disabilities.

Since its creation in 1982, HI has gone on to work in around 60 countries worldwide. Our work has benefited several million people.

Humanity and Inclusion in Myanmar

In Myanmar the first operations date back to 2008, following cyclone Nargis. The emergency response program closed at the end of the response operations. In 2013, HI reinstalled an intervention program, and focused on activities in its core sectors of interventions: promoting inclusion and responding to the needs of persons with disabilities including landmine victims.

HI's intervention in Myanmar and Thailand is based on 5 strategic pillars:

- **Emergency Response** – Basic Needs and Inclusive Humanitarian Action
- **Armed Violence Reduction** – EORE, Contamination Impact surveys and Victim Assistance Efforts
- **Inclusive Health** – Rehab, MHPSS, Early Childhood Development and Access to Services
- **Inclusive Preparedness** – Disaster Risk Reduction and Logistics Analysis
- **Inclusive Opportunities** – Inclusive Education and Inclusive Livelihoods

In 2024, the HI Myanmar / Thailand program will be integrated into the HI Southeast Asia program, gathering Cambodia, Lao, Vietnam and the Philippines.

For more information on the organization, please see:

- Humanity and Inclusion website: <https://www.hi.org/en/index>
- the online presentation of the organization: <https://www.youtube.com/watch?v=3p2OWI6T3AY&t=127s>
- Follow us on Facebook: <https://www.facebook.com/HIMyTh/>

Humanity & Inclusion encourages qualified people with disabilities or chronic illness and women to apply. We commit advancing inclusive workplace to remove barriers and to the full and equal participation in the workforce. We commit to provide equal employment opportunities, reasonable

accommodation in workplace to all employees and qualified applicants, regardless of Nationality, gender, religious and ethnic backgrounds, including people with disabilities.

Main objective of the position:

Reporting to the Project Manager, the physiotherapist contributes to the implementation of the mandate and the 10-year strategy of Humanity & Inclusion in the country where s/he is based. He/she contributes to the implementation of a project funded by the Crisi and Support Centre, (CDCS) by providing the full and effective provision of physical and functional rehabilitation services according to the general and specific needs of the target population. S/he works closely with the program team consisting of project manager, project officers, physiotherapist, and MHPSS Technical Officer.

The physiotherapist will be based in Hpa an, with up to 80% of the time spent traveling to project implementation areas.

The Physiotherapist contributes 80% time to the technical responsibilities to the effective provision of physical, and functional rehabilitation services to the target population. And 20% time to the other management, and contribution to the report, case studies, training, professional development, and other project-related activities. Overall, PT will contribute to project activities in line with HI frameworks, and donor requirements under the direct supervision of the Project Manager.

Missions / Responsibilities

Mission 1: Expertise

Responsibility: 1.1 Provides technical expertise for his/her project

- Implement HI policies, procedures, and tools within the area or responsibility
- Raises awareness of rehabilitation norms and standards among members of multidisciplinary teams
- Responsible for the technical quality and relevance of the therapeutic activities carried out within his/her area of expertise.
- Informs rehabilitation technical officer about the identified technical needs
- Improves his/her technical capacity by building on lessons learned and good practices identified from the project
- Respects the codes of ethics related to his or her profession and organization
- Contribute to hygiene in workspaces

Responsibility: 1.2 Contribute to professional development

- Carries out self-assessment of his/her clinical practice and identifies strengths and areas of needed improvement towards professional development
- Identifies jointly with the rehabilitation technical officer your professional development plan
- Contribute to building the capacity of Community Base Mobilizers on adequate engagement in training, on job coaching and hands on training.
- Attends selected activities (community of practice, professional training, online training) proposed for professional development and according to a professional development plan designed with a technical specialist.

Mission: 2-Implementation and monitoring

Responsibility: 2.1 Physiotherapy and functional rehabilitation service center and community-based.

- Indicate needs for physiotherapy and functional rehabilitation treatment and/or assistive devices (ADs).

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- Compose a personal rehabilitation plan and carry out physiotherapy and functional rehabilitation treatment sessions
- Follow up with beneficiaries as per plan and appointment provides to the beneficiaries
- Familiarize beneficiary to ADs, ensure proper use, handling, and adaptation (i.e., height of crutches) and provide instructions about maintenance, repair or replacement
- Monitor the effectiveness of rehabilitation, if necessary, repeat/adapt/expand interventions
- Ensure physical, mental and social safety of therapist and beneficiary during treatment, taking into account medical contraindications and precautions
- Coordinate with community leaders to provide training to community members (groups or individuals) as needed.

Responsibility: 2.2 Management:

- Accurate record-keeping of assistive devices (stock record, documentation of donation certificates)
- Accurate record-keeping of service provision and beneficiaries' data
- Report quality and/or safety issues (i.e. malfunctioning ADs, health concerns, approaching expiry dates of material, etc.)
- Support rehabilitation technical officer or project manager on PT-related issues
- Prepare monthly planning, activities report, case study, and other information as per needed
- Prepare other technical reports as and when requested by the project manager and rehabilitation technical officer.
- Comply with the General Data Protection Regulation (RGPD)

Mission 3: -Referrals

- Identify additional needs among beneficiaries, besides physiotherapy or functional rehabilitation treatment
- Support the team manager in mapping existing services in the area
- Manage referrals to other internal or external service providers (outgoing), including follow-up and documentation
- Provide rehabilitation services to beneficiaries referred by other service providers to HI (incoming)
- Support integration of major impairments in the existing referral pathways

Mission 4: -Influence

- Contributes to the reputation of HI's expertise in rehabilitation (national and international conferences).

Mission 5: Emergency Preparedness and Response Responsibilities

- Contribute to the support or to the implementation of the program(s) emergency preparedness actions and, during an emergency, adapt his/her work modality to contribute to HI's effective humanitarian response.

It is expected that the position holder will perform any other duties as required by the Line Manager that are commensurate with the position.

Due to the developing and volatile situation in Myanmar and emergency nature of the programmatic response, the position holder's responsibilities may evolve as per programmatic needs.

Duty Station : Hpa An
Line Manager of the position holder for : Project Manager
Position holder is Line Manager for : N/A
Position holder is technical referent for : Rehabilitation Specialist

Required Qualifications

- **Education**
 - B.Med.Tech (Physiotherapy) is required.

- **Experience**
 - Minimum of 2 years of relevant work experience in the humanitarian NGO/INGO is required.
 - Experienced in the Humanitarian Context in South East,, preferable in the field of rehabilitation.
 - Experience working in community-based rehabilitation is an advantage.
 - Experience in working with partner organizations is required.
 - At least 1 year of experience in data collection and indicator tracking within development projects is preferable.
 - Experience in a multidisciplinary team.
 - Familiar with clinical as well as home-based work settings.
 - Work experience in camp and/or Community setting is an advantage.

- **Language**
 - Good level in English and Myanmar languages, both in written and Oral is required.
 - Knowledge in Local language is highly desirable.

HI SALARY RANGE SOCIAL BENEFITS:

Approximate Basic Salary: **(2,503,900MMK to 2,994,390 MMK)**

Social and Other benefits: HI Medical Reimbursement, 13 months bonus, Seniority bonus, Public Holidays, Leave benefits (Annual leave, Sick leave, Maternity leave, Paternity leave), Monthly Medical Allowance + Travel allowance, Communication allowance per month.

HI is committed to protecting children and vulnerable adults from harm. All staffs are expected to comply with the child Protection and PSEA Policies. Applicants for this position will be assessed regarding their suitability to work with children and vulnerable adults.

“HI is committed to maintaining a Non-Discriminatory work environment that values diversity and inclusion and offer Equal Opportunity for any employee or candidate regardless of race, colour, religion, sex, age, and disability, history of incarceration, marital status, sexual orientation, gender identity or expression. Qualified women are strongly encouraged to apply for this position.

The successful candidate will be required to complete a self-declaration form to help verify their suitability to work with children.

Send applications to: recruitment@myanmar.hi.org (CV + cover letter).

Please write: “VA: 2025-HI-028_Physiotherapist_ Hpa An” in subject.

Deadline for the submission: **22nd June 2025 (5:00 PM) MMT.**

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“Due to the urgent nature of this requirement, the position will be filled on a rolling basis. Interested candidates are strongly encouraged to apply as early as possible.” Only shortlisted applicant will be contacted for a written test and interview. After closing date, applications are not considered.

HI is an organization that takes a Zero Tolerance stance on sexual exploitation, abuse, harassment and intimidation, fraud and corruption. The selected candidate must agree to adhere to and respect these policies which are available on this link: <https://hi.org/en/institutional-policies>

HI has also set up a rigorous, transparent and inclusive mechanism for the escalation and management of complaints. Any report can be sent confidentially and securely to this email <https://secure.ethicspoint.eu/domain/media/en/gui/105781/index.html>.