

The Organisation

Our client is a donor funded organisation and partner in development in Namibia that works closely with the Ministry of Health and Social Services' (MoHSS) Directorate of Special Programmes (DSP). Our client's goals are to promote activities that increase human capacity for providing HIV/AIDS clinical care in countries and regions that are most significantly impacted by the AIDS epidemic as well as to support and assist such countries and regions in their development of locally-determined health care worker systems that are optimally resourced, highly responsive, and self-sustaining. In partnership with the MoHSS and as part of a coordinated effort, our client deploys staff at hospitals and health facilities across the country. Our client is currently in search of appropriately qualified and experienced candidates to fill the following positions:

Nurse Clinical Mentor **Hardap Region- Mariental State Hospital x1** **Kunene Region - Outjo State Hospital x 1**

The Position

As a Nurse Clinical Mentor, the successful candidate will be involved in the development and implementation of a sustainable clinical mentoring program for staff providing HIV/AIDS prevention, care, and treatment services, at facilities offering Integrated Management of Adult and Adolescent Illness (IMAI), currently referred to as facilities with Nurse Initiated Management of ART (NIMART), throughout the country.

Key Focus Areas:

- Develop strategies to address the Nurse Mentoring needs at ART/NIMART and Prevention of Mother to Child Care Treatment (PMTCT) sites.
- Provide continuous technical assistance to site and MoHSS staff related to the implementation and operationalisation of ART, NIMART, and PMTCT interventions.
- In collaboration with other relevant departments in health facilities, assist in the development and implementation of standard operating procedures for the provision of HIV clinic care at the PMTCT/NIMART clinics (e.g. establish clear referral pathway by developing appropriate algorithms).
- Assist in establishing referrals and links between the testing sites and ART, NIMART clinics, and PMTCT sites within the various districts.
- Provide on-site mentoring to nurses, during patients visits at all HIV, prevention, care, and treatment sites.
- Assist with ART/NIMART and other HIV/AIDS training in the various districts and regions.
- Provide technical assistance promoting the establishment of integrated health services, such as an integrated HIV, tuberculosis (TB), family planning, cervical cancer screening and prevention, sexual and reproductive health services, etc.
- Provide on-the-job training, including but not limited to; case conferences, lectures, digital video conferences, presentations, and ward rounds.
- Collaborate with clinical mentors to establish, revitalise, and enhance multidisciplinary team approach to HIV care and treatment, including an augmented role for nurses.
- Join the District Coordinating Committee (DCC) and Regional Management Team (RMT) for supervisory support visits to the districts and regions.
- Provide continuous coaching related to the identification of service delivery system gaps that result in sub-optimal service quality. Coaching elements include; demonstrating how to conduct root causes analysis of quality care gaps, brainstorming on strategies, as well as designing, implementing, monitoring, and evaluating quality of improvement projects.
- Support the establishment of a quality management structure including Quality Management (QM) teams in facilities. Attend QM meetings and provide guidance on QM.
- Provide technical assistance to initiate and revitalise regular site-level data reviews in order to make informed decisions.
- Provide support documentation and dissemination as per standards of good practice.
- Participate in regular, zonal, and/or national level review meetings related to quality improvement in health care service delivery.
- Support facilities in the implementation of recommendations from performance review meetings and supervisory support visits.
- Submit monthly mentoring activity calendar to the DCC as well as to the RMT and DSP, via the regional clinical mentor.
- Plan and conduct HIV/Aids training needs assessments in collaboration with the regional Quality Improvement Unit.
- Participate in planning and consultative meetings, at district and regional levels.
- Provide activity updates during the DCC meetings.

The Person

Minimum requirements

- Bachelor of Science in Nursing.
- Advanced experience in health promotion would be an added advantage.
- Registration with the nursing council and possession of a valid practising card.
- Must have NIMART training.
- 5 years of experience in program planning, assessment, and implementation of HIV clinical care services.
- Ability to analyse and interpret data and to write reports.
- Strong interpersonal skills and ability to work with people from diverse backgrounds.
- Ability to thrive in a fast-paced environment and function as a team player.
- Experience in Maternal New Born and Child Health (MNCH) service delivery in a Namibian Health Care setting would be an added advantage.
- Excellent computer skills, including ability to operate software such as Microsoft Word, Excel, Access, and Power Point.
- Excellent communication skills.
- Detail-orientation.
- Team building skills.

Interested?

This is a fixed-term contract position and our client offers an attractive package based on salary grade 7. The closing date for applications is **15 November 2019** and suitably qualified Namibians are encouraged to apply. Please submit your application to **Ms Olivia Ipangelwa** (E-mail address: admin6@potentia.com.na). In the event that you do not receive acknowledgement within 2 days of your application, please contact us telephonically on (061) 381 000. If you are not contacted 2 weeks after the closing date, please consider your application unsuccessful. **Only electronic versions of CVs will be accepted. Our client reserves the right not to make any employment offer or appointment.**

