

## THE ORGANISATION

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

## X21 REGISTERED NURSES

### (FIXED-TERM CONTRACTS)

**OMUSATI REGION** – Oshikuku St Martins Hospital x1, Okalongo Health Centre x1, Outapi District Hospital x2, Okahao District Hospital x2, Outapi ART Clinic x1, Amarika Clinic x1, Ongulumbashe Clinic x1,

**OHANGWENA REGION** -Hamukoto waKapa Clinic x1, Onamukulo Clinic x1, Omungwelume Clinic x1, Ongula yaNetanga Clinic x1,

**HARDAP REGION** – Mariental ART Clinic x1, Rehoboth District Hospital x1, Aranos ART Clinic x1

**ZAMBEZI REGION** – Kasheshe Clinic x1, Sangwali Health Centre x1, Katima Mulilo ART Clinic x1, Katima Mulilo State Hospital x1, Mavuluma Clinic x1

### THE POSITION

The successful candidates will be responsible for providing regional-level coordination of community adherence clubs as well as district-level provision of quality HIV and TB-HIV care.

#### KEY AREAS OF FOCUS

- Provide high quality HIV clinical care and ART to eligible patients, in the Infectious Disease Care Clinic, as well as TB, medical, and paediatric care, according to the MoHSS guidelines.
- Provide nursing care and support services to inpatients and outpatients requiring HIV treatment, care, and support services.
- Participate in HIV Testing Services (HTS) activities according to the HTS national guidelines.
- Provide Positive Health, Dignity, and Prevention (PHDP) including STI, PAP smear, disclosure and adherence support services.
- Screen patients for OIs and other co-morbidities (TB, meningitis, etc.) as well as for alcohol and refer.
- Refer patients appropriately to Medical Officers, Counsellors, Social Workers, or other care and support services in the health system or community.
- Provide follow up care for treatment outcomes. At each follow up visit, evaluate patients for OIs, medicinal side effects, adherence to ART, and eligibility for initiating ART when it is not yet started.
- Collaborate with other staff of clinics to provide patient HIV education, which includes the following topics: nutrition, prevention, prompt treatment of OIs, adherence to ART, and prevention of mother-to-child transmission of HIV.
- Provide PreP/PEP to eligible patients according to the national guidelines.
- Refer patients to medical officers, counsellors, social workers, or other care and support services in the health system or community when necessary.
- Provide patient education on HIV, including nutrition, prevention and prompt treatment of opportunistic diseases, adherence to ART and prevention of mother-to-child transmission of HIV in collaboration with other staff members.
- Evaluate patient for medicine side effects and adherence at each follow-up visit.
- Maintain medical records and files in an orderly, accurate, and professional manner.
- Request appropriate laboratory and clinical investigations, interpret results, and provide medical care.
- Support NIMART, OI's, and ART training. This includes participation through various platforms, such as; Project ECHO and Digital Video Conferencing.
- Close collaboration with clinical and training counterparts and provide HIV related on-site training as required.
- Implement and regularly report on formal quality improvement projects, through HIVQUAL programme, to ensure the highest quality of HIV care at every facility.
- Support decentralisation of services and provide outreach services related to HIV care, as required by the region.
- Support the implementation of differentiated care models at the facility, and collaborate with community partners in establishing patient adherence groups through determining eligibility of such groups and monitoring their outcomes.
- Support integration of TB/HIV and Sexual and Reproductive Health activities including family planning, STI treatment, and management of non-communicable diseases for patients with HIV.
- Participate in data review and quality improvement processes.
- Participate in multi-disciplinary team clinical meetings.
- Participate in relevant operational research.
- Conduct any lawful and reasonable instructions, as instructed by reporting line.
- Any other duties as assigned by the supervisor.
- Assist the clinic with the compilation of monthly site reports particularly regarding HIV.

### THE PERSON

#### MINIMUM REQUIREMENTS

- A diploma/degree in General Nursing and Midwifery.
- Registered Nurse with proof of registration with HPCNA (i.e. valid practicing card)
- 1 – 2 years of experience working with HIV care and treatment
- Qualifications in Public Health Paediatrics, Infectious Diseases, or similar area will be an added advantage.
- Ability to maintain confidentiality at all times
- Ability to create conducive environment for patients, relatives, and colleagues
- Computer literate with sound knowledge of Microsoft Office and statistical software
- Experience in HIV and TB/HIV management
- Experience in operational research, particularly HIV-related health research

### INTERESTED

Please submit your updated CV, including contact details of 3 referees to **Ms Ester Alumbungu (E-mail address: [admin4@potentia.com.na](mailto:admin4@potentia.com.na))**

## X9 ENROLLED NURSES

### (FIXED-TERM CONTRACTS)

**OHANGWENA REGION** - Oshandi Clinic x1, Epinga Clinic x1, Odibo Health Centre x1, Ohaukelo Clinic x1

**OSHANA REGION** - Onamutayi Clinic x1

**OMUSATI REGION** - Okalongo Health Centre x1, Epoko Clinic x1, Onkani Clinic x1,

**KAVANGO EAST REGION** - Mambushe Clinic x1

### THE POSITION

The successful candidate will make provision of quality HIV and TB-HIV services at ART healthcare facilities.

#### KEY FOCUS AREAS:

- Provide high quality HIV clinical care services to HIV patients according to the MoHSS national guidelines.
- Initiate HIV treatment as per MoHSS national test and treat ART guidelines.
- Provides nursing care and support services to inpatients as well as outpatients presenting for HIV treatment, care and support services.
- Request appropriate laboratory and clinical investigations, interpret results, and provide medical care accordingly.
- Support the integration of TB/HIV, Sexual and Reproductive Health activities including family planning, STI treatment, and management of non-communicable diseases for patients with HIV.
- Participate in HIV testing Services (HTS) activities as per national HTS guidelines.
- Maintain medical records and files in a thorough and professional manner.
- Provide positive health, dignity, and prevention (PHDP) including STI, PAP smear, disclosure, and adherence support services.
- Screen patients of OI's and other co-morbidities (TB, meningitis etc.) and prescribe appropriate medications.
- Conduct alcohol and nutrition screening and refer when indicated.
- Provide Post Exposure Prophylaxis (PEP), and PrEP to eligible clients as per national guidelines.
- Refer patients in an appropriate manner to medical officers, counsellors, social workers, or other care and support services in the health system.
- Provide patient education on HIV, including nutrition, prevention, and prompt treatment of opportunistic diseases, adherence to ART, and prevention of mother-to-child transmission of HIV in collaboration with other staff of the clinic.
- Evaluate patients for medicines side effects and adherence at each follow-up visit.
- Support NIMART, OI's, ART, and other HIV related trainings as well as participation on platforms such as Project ECHO and Digital Video Conferencing (DVC).
- Work closely with clinical counterparts.
- Participate in routine (at least monthly) Multi-Disciplinary Team clinical meetings and in quality improvement initiatives, including but not limited to HIVQUAL/NamPROPA/NamLIVE to ensure the highest quality of HIV care at the facility.
- Support decentralization of services and provide outreach services for HIV care as required by region.
- Support the implementation of differentiated care models at the facility.
- Collaborate with community partners in establishing patient adherence groups through determining eligibility of such groups and monitoring their outcomes.
- Participate in data review meetings and support the clinic to utilise the data for action.
- Provide HIV related on-site training as needed.
- Carry out any lawful and reasonable instructions by reporting line.
- Participate in relevant operational research activities.
- Consult with the Registered Nurse, Nurse Mentor or Clinical Mentor on management of more complex cases as needed, including patients failing treatment.

### THE PERSON

#### MINIMUM REQUIREMENTS:

- Enrolled Nurse/Midwife Certificate.
- Registered with the relevant Health Professions Council of Namibia.
- Valid Practicing card.
- Experience in the management of HIV.
- HIV Counselling and testing skills will be advantageous.
- Any additional qualifications will be advantageous.
- Ability to maintain confidentiality at all times.
- Ability to create a conducive atmosphere for patients, relatives, and colleagues.
- Preference will be given to Namibian citizens.

### INTERESTED

Please submit your updated CV, including contact details of 3 referees to **Mr Given Mayumbelo (E-mail address: [admin7@potentia.com.na](mailto:admin7@potentia.com.na))**

"These are fixed-term contract positions and our client offers an attractive package based on salary grade 8 – Registered Nurses and grade 10 – Enrolled Nurses. The closing date for applications is 06 March 2020 and suitably qualified Namibians are encouraged to apply. 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 version of CVs will be accepted. Our client reserves the right not to make any employment offer or appointment."



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