

THE ORGANISATION

Our client is a donor funded organization and 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 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 hardest hit by the AIDS epidemic. In partnership with the 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:

District Nurse Mentor (Fixed-term Contracts)

Oshikuku – Omusati Region x1 and Engela – Ohangwena Region x1

THE POSITION

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

PRIMARY RESPONSIBILITIES

MENTORING & TRAINING: 85%

- Develop strategies to address the Nurse Mentoring needs at ART/NIMART and PMTCT sites.
- Provide continuous technical assistance to site level and MoHSS staff for the implementation and operationalisation of ART/NIMART and PMTCT interventions.
- Provide day-to-day technical support to nurses at ART clinics in addressing difficult clinical and system issues.
- Assist in the development and utilisation of standard operating procedures for the provision of HIV clinic care at the PMTCT/NIMART clinics in collaboration with other relevant departments in health facilities. This may for example, include trouble shooting with patient flow within the clinics, tracking defaults, or clarifying referral pathway by developing appropriate algorithms.
- Assist in establishing referrals and linkages between the testing sites and ART/NIMART clinics, and PMTCT sites within districts.
- Provide onsite mentoring to nurses during patient visits at all HIV prevention, care, and treatment sites.
- Assist in ART/NIMART and other HIV/AIDS trainings organised and conducted in the districts and regions.
- Provide technical assistance towards establishing integrated health services such as integration of HIV and TB, integration of family planning, cervical cancer screening and prevention, sexual, and reproductive health services.
- Provide on the job training organised by districts, including but not limited to, including case conferences, lectures, digital video conference (DVD) presentations, and ward rounds.
- Work in collaboration with clinical mentors to establish, revitalize, and enhance a multidisciplinary team approach to HIV care and treatment, including an expanded role for nurses.
- Join the District Central Committee (DCC) and Regional Management Team (RMT) for supervisory support visits in the district and regions.
- Provide continuous coaching on diagnosis of service delivery system gaps leading to sub-optimal service quality, coaching elements include but not limited to demonstrating how to carry out root cause analysis of quality of care gaps, brainstorming on strategies, designing, implementing, monitoring and evaluation of quality improvement projects.
- Support the establishment of quality management structure including Quality Management (QM) teams in facilities, attend QM meetings, and provide guidance on QM.
- Provide technical assistance to initiate and revitalize regular site level data reviews in order to make informed decisions.
- Participate in planning and consultative meetings at district and regional levels.

PLANNING AND COORDINATING 10%

- Submit monthly mentoring activity calendar to the DCC and through the regional clinical mentor to RMT and DSP national level.
- Plan and conduct HIV/AIDS training needs assessment in collaboration with the regional Quality Improvement Unit.
- Participate in planning and consultative meetings at district and regional levels.

REPORTING – 5%

- Submit monthly activity reports to DCC and regional clinical mentor.
- Provide activity updates during the DCC meetings.

OTHER:

The incumbents may be expected to perform other related duties as negotiated to meet the ongoing needs of the programme.

THE PERSON

MINIMUM REQUIREMENTS

- A Bachelor's Degree in Nursing. An Advanced Qualification in health promotion is preferred.
- Registered with the Health Professions Council of Namibia.
- At least 5 years of experience with clinical HIV/AIDS prevention care and treatment, including ICT, the provision of ART, eMTCT, and TB/HIV services.
- At 3 years of experience with programme planning, assessment, and implementation of HIV clinical care services.
- Must be trained in NIMART.
- Experience in nurse mentoring and health care workers' training.
- Previous experience of mentoring health care workers in poor resource settings is preferred.
- Ability to analyse and interpret data and write reports.
- Strong interpersonal skills and ability to work with people of different backgrounds.
- Ability to thrive in a high pace atmosphere and perform as a team player.
- Experience in Maternal New born and Child Health service delivery in a Namibian health care setting is an added advantage.
- Detail oriented, excellent team building, and communication skills.
- Excellent computer skills, including: Microsoft word, excel access, and power point.

INTERESTED?

These are fixed-term contract positions and our client offers an attractive package based on salary grade 7. The closing date for applications is **20 March 2020** and suitably qualified Namibians are encouraged to apply. Please submit your **2-page updated CV (CVs longer than 2 pages will not be accepted), 1-page cover letter, including contact details of 3 referees to Mr Nangolo Amakali** (E-mail address: admin8@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 version of CVs will be accepted. Our client reserves the right not to make any employment offer or appointment.**



POTENTIA
www.potentia.com.na