

## The Organisation

Our client is a donor funded organisation and partner in development in Namibia; working closely with the Ministry of Health and Social Services' (MoHSS) Directorate of Special Programmes (DSP). Our client deploys staff at hospitals and health facilities across the country as part of a coordinated effort with the MoHSS. Their goal is to increase the human capacity needed to provide HIV/AIDS clinical care in countries, and regions that are most significantly impacted by the AIDS epidemic. Further to this, our client seeks to support and assist such countries and regions in their development of locally-determined health care worker systems to become optimally resourced, highly responsive, and self-sustaining.

## The Regions

Khorixas | Kunene  
Windhoek | Khomas  
Katima Mulilo | Zambezi region

## The Positions

The 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 (IMAI), currently referred to as facilities with Nurse Initiated Management of ART (NIMART), throughout the country.

### Key focus areas:

#### 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 operationalization of ART/NIMART and Prevention of Mother to Child Transmission (PMTCT) interventions
- Provide day-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 patients 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 the 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 organized and conducted in the districts and regions
- Provide technical assistance aimed at 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 etc.
- Provide on the job training organized by districts, including but not limited to, case conferences, lectures, digital video conferences (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 structures 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 decision.
- Support documentation and dissemination of good practice
- Participate in regular zonal and/or national level review meetings on quality improvement in health care service delivery.
- Support facilities in the implementations of recommendations from performance review meetings, and supervisory support visits and program priority areas

#### Reporting | 15%

- Submit monthly activity reports to DCC and regional clinical mentors
- Provide activity updates during DCC meetings

## The People

### Minimum requirements:

- Nursing degree. Postgraduate or Master's Degree in Health would be an added advantage.
- 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 least 3 years' experience with the program planning, assessment and implementation of HIV of clinical care services.
- Experience with health care workers' training.
- Previous experience of mentoring of health care workers in limited resource settings.
- Registration with the HPCNA and a valid practicing card.
- Experience in nurse mentoring and trained in NIMART
- Ability to analyse and interpret data, and write reports
- Strong interpersonal skills and the ability to work with people of different backgrounds.
- Ability to thrive in a high pace atmosphere and perform as a team player.
- Experience in MNCH service delivery in a Namibian Health care setting is an added advantage
- Detailed oriented
- Excellent computer skills, especially in Microsoft Office Suite
- Excellent communication skills
- Team building skills



## Interested?

This is a **fixed-term contract** position.

- Closing date for applications is **12 June 2020**
- Please submit your application to **[admin2@potentia.com.na](mailto:admin2@potentia.com.na)**

Please contact us telephonically on (061) 381 000, if you have not received any acknowledgement within 2 days of your application.

If you are not contacted within 2 weeks of 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.

