



## Partners In Health (PIH)

**Title: Nurse Training Advisor (Rwanda)**

**Reports to: Chief of Medical Education in Rwanda and PIH Director of Training**

**Location: Rwanda**

### **Organizational Profile:**

Partners In Health (PIH) is a non-profit organization based in Boston, Massachusetts, whose mission is to provide a preferential option for the poor in health care. Through service delivery, training, research, and advocacy, PIH works globally to bring the benefits of modern science to those most in need, and to serve as an antidote to despair. PIH currently has programs in Haiti, Peru, Guatemala, Mexico, Russia, Kazakhstan, Rwanda, Lesotho, Malawi and Boston.

### **Background Information:**

In 2009, Partners In Health (PIH) was awarded a 5-year grant from the Doris Duke Charitable Foundation (DDCF) in which in-service training will be provided to health center nurses in the districts of Southern Kayonza and Kirehe, Rwanda (where PIH works in partnership with the Ministry of Health). A team of clinical mentors (specially trained nurses) will support generalist nurses through on-site clinical mentoring in health centers or internship programs at district hospitals. MOH-sponsored workshops and intensive mentorship and supervision will be provided in the areas of Integrated Management of Acute and Adolescent Illnesses (IMAI), Integrated Management of Childhood Illnesses (IMCI), and Integrated Management of Pregnancy and Childbirth (IMPAC). Additional training will be provided on the management of patients affected by HIV/AIDS, non-communicable diseases (NCDs), and mental health disorders. The projected date to start in-service training is June 1<sup>st</sup> 2010

### **General Responsibilities**

- To support and report to the Chief of Medical Education and PIH Director of Training on training activities funded or otherwise supported through the DDCF grant.
- To support and supervise the work of the clinical program advisors, training coordinators, and clinical mentors.
- To ensure coordination of the full range of clinical training activities focused on facility-based health care providers, primarily nurses but other staff as indicated.
- To develop and ensure the accomplishment of yearly comprehensive clinical training goals and objectives for nurses.
- To ensure that appropriate monitoring and data collection for DDCF and PIH-Rwanda-related evaluation is collected and collaborate with the Monitoring and Evaluation (M&E) Department to ensure that appropriate indicators are chosen, updated and measured.

- To ensure that effective communication occurs between the different training activities and training providers and the PIH-Rwanda, DDCF and Boston training management.
- To ensure integration of yearly clinical training goals and objectives for nurses with broader policies from local and national political/academic leadership, possibly through the creation of MOH-accredited formal training programs.
- To pursue the creation of partnerships with foreign academic institutions to support nursing capacity building in collaboration with the Boston-based nursing team.
- To provide input into the writing of grant proposals to fund further clinical training of nurses in collaboration with the Boston-based development and training teams.
- To provide technical support for development of protocols and training material for nurses in collaboration with the Boston-based training team.
- To provide training/mentorship to clinical mentors and nurses.

### **Specific Responsibilities**

- To manage and ensure the implementation of both the DDCF and MOH nurse training programs according to the established work-plan.
- To work on the integration of nurse training programs in a unique training package.
- To define in detail the training model and the implementation plan for the delivery of the integrated nurse training package in the districts of Southern Kayonza and Kirehe.
- To supervise the work of the DDCF clinical training coordinator and clinical mentors.
- To supervise the work of short term volunteers working on specific parts of the training package and to ensure their effective integration and interaction with the Rwanda-based staff.
- To coordinate and implement recommendations from clinical program advisors on IMAI, IMCI, IMPAC, HIV/AIDS, NCDs, and mental health.
- To work with the M&E Department for the development of training indicators, clinical indicators and M&E recording tools.
- To work with the Information Technology and Electronic Medical Records Departments on the implementation of E-learning training.
- To engage the five MOH-affiliated schools of nursing, the nursing council, the MOH nursing desk, and the district health authorities throughout the process of nurse training in the districts of Southern Kayonza and Kirehe.
- To monitor and report on PIH-Rwanda clinical training expenditures funded under the DDCF budget.
- To submit regular reports to the Boston-based DDCF and training teams, including budget summaries.

### **Technical Qualifications and Experience required**

- Nurse or Nurse Practitioner with 3 to 5 years of professional experience in nursing/public health. Advanced degree in Public Health or other relevant education is a plus.
- International experience in project management or nurse training in resource-poor settings is desirable.
- Strong relationship and team building skills, with ability to build productive relationships, collaborate effectively and build consensus with a range of stakeholders internally and externally.

- Initiative, adaptability, patience, diplomacy, tact and good negotiation skills.
- Ability to manage complexity and prioritize multiple tasks.
- Ability to work productively in highly collaborative settings while also able to function independently.
- Proficiency in Microsoft Word, PowerPoint and Excel.
- Good working knowledge of French, both written and spoken.
- A commitment to social justice.

**Note:** This position is funded through a 5 year grant from the Doris Duke Charitable Foundation. A one year commitment is required, with the possibility for extension.

Interested candidates should submit a resume and cover letter to [hr@pih.org](mailto:hr@pih.org)