



## HEAL Initiative Fellow Role Description

**Position Title:** Family Medicine HEAL Fellow

**Organization:** [Compañeros En Salud, Mexico](#)

Compañeros En Salud (CES) is a Partners in Health affiliated organization that started working in Mexico in 2011 and now operates out of 10 rural public clinics in the Sierra Madre mountains of Chiapas—one of the most marginalized regions in the country. Our goal is to improve staffing and supply of the clinics, and link them to more specialized care in hospitals outside the communities.

CES recruits Mexican physicians entering a required social service year to staff clinics. The first-year physicians, or *pasantes*, receive supervision, mentorship, and training from our staff. This comprehensive support and training program helps build Mexico's next generation of social justice physicians. CES also manages community health workers who visit patients with chronic illnesses, such as diabetes and high blood pressure. The workers, called *acompañantes*, help patients better understand their conditions and adhere to medications.

**Department:** Primary Care Clinic

Each primary care clinic has 1 medical *pasante* who is in charge of that clinic. Each *pasante* has a supervisor who is a MD and spends 1 week with the *pasantes* to provide mentorship. Each clinic has 1-2 nurses, who are MOH staff. This service operates outpatient hours. At the maternal home there are 5 obstetric nursing *pasantes*. They are supervised by 1 perinatal nurse and 1 professional midwife. This service operates 24/7. The team as a whole is supervised by a MD.

**Position Description:** The fellow position includes 50% working in rural primary care clinics, 25% inpatient care, and 25% outpatient care. Fellows will also have urgent care responsibilities and receive administration time. The key role of the fellow is supervision of medical *pasantes*, including clinical teaching, mentorship and bedside teaching. Fellows also help organize the certificate course of the *pasantes*, prepare lectures, cases, journal clubs and morbidity and mortality sessions with the *pasantes*. Additionally, fellows interview and screen incoming volunteer residents and participate in research and other academic initiatives.

Fellows will take the lead on the facilitating the *pasante* course, directly designing and supervising the clinical portion. They also take the lead in supervising one community each. Fellows have the opportunity to be the primary clinical consultants for the organization, including outpatient (primary care), inpatient in the maternal home, and the referral network. Fellows will also be expected to review clinical protocols, tools and key outcomes and propose solutions for continual improvement.



**Job Requirements:** By 1 July 2019 applicants must have completed residency training at a US-based residency program. Preference given to those with family medicine training. Applicants must be able to provide highly competent inpatient and outpatient care and have a clear passion for serving the underserved. Important traits are the ability to be mentors and trainers and a deep affinity for education. Applicants must speak fluent Spanish.

**HEAL Initiative**

The HEAL Initiative aims to train and support health providers to thrive in hard places by fostering a community of front line health professionals dedicated to serving the underserved. HEAL is an immersive two-year fellowship dedicated to health equity and catalyzing life experience serving the underserved.