



HEAL Initiative Fellow Role Description

Position Title: Primary Care HEAL Fellow

Organization: [Possible, Nepal](#)

Possible, a nonprofit healthcare organization, has piloted a public-private partnership (PPP) with Nepal's Ministry of Health that has delivered high-quality healthcare to over 387,000 people in rural Nepal since 2008. Through this PPP model, Possible operates two district-level hospital facilities to provide comprehensive emergency, inpatient, outpatient, and surgical care linked to a professionalized cadre of female Community Health Workers who provide follow-up care at clinics and patients homes. All direct care delivery at the hospital and at the home is tracked through a Continuous Surveillance System, linked to an Electronic Health Record (EHR), to track and measure population-level health outcomes in real time. We additionally use an implementation science approach to pilot, test, and scale innovation in healthcare delivery through an academic base at Harvard University, University of California San Francisco, and University of Washington.

Department: Medical Team at:

- 1) Bayalpata Hospital (Achham district): 3 residency-trained GP physicians, 7 staff physicians (no residency training), 16 mid-level practitioners, 18 nursing staff
- 2) Charikot Hospital (Dolakha district): 2 residency-trained GP physicians, 6 staff physicians (no residency training), 10 mid-level practitioners, 12 nursing staff

Position Description: Clinically, HEAL fellows will dedicate 25% of their time to Inpatient Care and 75% to Outpatient Care. HEAL fellows focus on mentorship, education, and quality improvement. They are not primary care givers. About half of time is spent in support of full-time Nepali clinical staff as clinical educators, specifically working with them on CME and QI initiatives. They spend about 40-50% of their time "at the elbow" on rounds, in outpatient clinic with the clinical staffs offering guidance, and teaching (but never as primary givers).

Some key projects for fellows may include:

- 1) Medical education - HEAL fellows are in charge of leading, along with our Medical Directors, the entire scope of our medical education work, which includes daily CME sessions, rotating GP resident teaching, bedside teaching, etc.
- 2) Quality Improvement - HEAL fellows are in charge of leading, along with the Medical Directors, all QI projects. In general, there is a new QI project rolled out at each site every 4-6 months. The HEAL fellows have the opportunity to play a significant leadership role in these.
- 3) Research - While we do not have the capacity for fellows to start / run their own research projects, there are almost always ongoing research projects at both sites that benefit from fellow involvement, if the fellows are interested in being involved.



Fellows will never be primary care givers. The focus is to develop local, full-time Nepali clinician capacity. HEAL fellows should understand that if they work with us in Nepal, they will only ever serve in clinical educator / mentor roles, and should not expect to be delivering care by themselves.

Job Requirements: By 1 July 2019 applicants must have completed residency training at a US-based residency program. Preferences will be given to those who trained in Family Medicine, Med-Peds, or Internal Medicine. Fellows need to be very adaptive and able to deal with challenging, ever-evolving situations. Their day to day work may need to change on short-notice to respond to the needs and difficult circumstances of our team's work (and resource constraints).

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 underserved.