



## HEAL Initiative Fellow Role Description

**Position Title:** Psychiatry HEAL Fellow

**Organization:** [Possible, Nepal](#)

Our team at 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 Bayalpata Hospital (Achham District) or Charikot Hospital (Dolakha District). The mental health team at each site includes generalist primary care providers (15-20), psychosocial counselors (3-4) and an off-site, part-time psychiatrist.

**Position Description:** Our HEAL fellows dedicated about 10% of their time to inpatient work and 90% to outpatient clinic. They are not primary care givers. Clinical duties do not include independent, direct patient care but includes collaboratively assisting the Nepali clinicians to conduct patient evaluations. The primary role of the psychiatrist is in capacity-building and systems-strengthening, rather than direct clinical care. They will identify a specific area need in the mental health program (based on consultations with the Possible team and HEAL faculty) and spend most of their time developing, implementing, and testing an intervention to address it.

There are numerous and as we put a premium on innovative problem-solving, this list will grow and remain dynamic. Projects may include:

1. Developing decision-support tools for clinicians.
2. Training and supervising counselors in providing evidence-based psychotherapy.
3. Building and testing interdisciplinary teams within the hospital system (e.g., creating a suicide risk assessment and management team that does consultations in the ED, a case management group that identifies and supports high utilizers in the ED/outpatient).
4. Develop training and supervision tools for community health workers in identifying and treating mental illness.
5. Developing mental health team's capacity to utilize transferable skills for illnesses other than mental illness (e.g., motivational interviewing for diabetes).



**Job Requirements:** By 1 July 2019 applicants must have completed residency training at a US-based residency program. Fellows need to be very adaptive, 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). Fellows will need to be "self-starters", be able to work in interdisciplinary teams, and able to manage themselves on a day to day basis without direct supervision. Applicants must have a clear passion for serving the underserved.

### **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.