



HEAL Initiative Fellow Role Description

Position Title: Pediatric HEAL Fellow

Organization: Possible

Possible is a partnership between Nyaya Health Nepal (NHN), an NGO in Nepal, and Possible, a 501c3 based in the U.S. Nyaya Health Nepal provides integrated healthcare in two provinces in Nepal through a public-private partnership with the municipal, state, and national governments. The Possible 501c3 provides operational research expertise, access to global best practices and networks, and fundraising, advocacy, communications and strategic finance support necessary to help NHN advance the goal of integrated quality primary healthcare systems in Nepal.

At present, we work in nine municipalities, within two Provinces, along with a surrounding community health worker network, aiming to 1) serve local communities, with a particular focus on marginalized populations; 2) be infrastructure for the design, implementation, and testing new integrated interventions in municipal primary care; 3) achieve financing sustainability and strong governance, including ongoing impact without our direct involvement. The CHW networks deployed in these municipalities are integrated with facility-based care via a technology platform we developed, NepalEHR. NepalEHR is now the only leading integrated EHR in Nepal.

We additionally use an implementation research approach that utilizes qualitative and quantitative data to produce meaningful insights about how and why programs work, don't work, and are potentially scalable within the constraints of government resources and systems.

Department: Medical Teams at Bayalpata Hospital (Achham district) and Charikot Hospital (Dolakha district), which consist of residency-trained GP physicians, staff physicians (no residency training), mid-level practitioners, and nursing staff.

Position Description: The primary role of the HEAL fellow is in capacity-building and systems-strengthening rather than direct clinical care. They are not primary care givers, and do not engage in direct service delivery or patient care. Our HEAL fellows will dedicate approximately 25% of their time to inpatient Care and 75% to outpatient care. HEAL fellows will work in support of full-time Nepali clinical staff specially working with them on Continue Medical Education (CME) and Quality Improvement (QI) initiatives. Clinically, fellows will spend time "at the elbow" on rounds, in the outpatient clinic with the clinical staff offering guidance, and teaching (but never as primary care givers). Pediatric fellows will also spend time supervising malnutrition care and neonatal resuscitation care.

Some key projects for fellows may include:

- 1) **Medical education** - HEAL fellows work alongside Nepali Medical Directors, staff nurses and physicians, and mid-level providers to ensure a robust medical education

program, which includes daily CME sessions, rotating GP resident teaching, bedside teaching, and common neonatal problems (e.g., demonstrating how to assess sick children and use appropriate referral mechanisms).

- 2) **Quality Improvement** - HEAL fellows may work along with the Medical Directors, staff nurses and physicians to lead and champion QI projects. In general, the team aims to roll out 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. For pediatrics, Fellows may take on QI initiatives to address common pediatric issues (e.g., acute bronchiolitis) and guiding QI projects focused on Integrated Management of Neonate and Childhood Illness (IMNCI).
- 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. They can discuss these opportunities with the Director of Implementation Research and the Director of Evidence to Policy.

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 2020 applicants must have completed residency training at a US-based residency program. 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 the underserved.