



HEAL Initiative Fellow Role Description

Position Title: Psychiatry 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 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 dedicate about 10% of their time to inpatient work and 90% to outpatient clinic. The primary role of the psychiatrist 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. Clinical duties include collaboratively assisting and mentoring Nepali clinicians to conduct patient evaluations. They will work alongside Nepali team members to identify a specific area of need in the mental health program based on the articulated needs of the Possible team, and in consultation with HEAL faculty) and spend most of their time developing, implementing, and testing an intervention to address it. The Psychiatry Fellow may also engage in quality improvement projects as they arise, in consultation and discussion with the Possible team.

Some key projects for fellows may include:

There are numerous potential projects, 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.