HEAL Initiative Fellow Role Description

Position Title: HEAL Global mental health Fellow

Organization: Dolakha Hospital, Dhulikhel Hospital, Nepal

Dolakha hospital, Dhulikhel hospital, a rural/peri-urban hospital, was founded in 2015, the same year the devastating earthquake hit the country. It started its service from new upgraded facility from 2019. It serves as the flagstaff hospital for the Community programs Division of Dhulikhel Hospital, the primary teaching hospital for Kathmandu University School of Medical Sciences (KUSMS). Dolakha Hospital is among 18 outreach clinics (ORCs) in a chain which are distributed in different parts of Nepal. In its locality, Dolakha hospital has 170,000 catchment population and serves over 18 thousand patients a year. As a community site for rotating KUSMS medical students, foreign elective students, and as the only designated hospital for the Community program division, Dolakha hospital is uniquely situated to develop collaborative community health programs throughout the Dolakha region.

This district-level, 55 bed capacity hospital facility provides comprehensive, affordable and quality emergency, inpatient, outpatient, and surgical care. Medical subspecialties such as pediatrics, OB-GYN, orthopedics, dentistry, psychiatry and physiotherapy are available on-site. It also has community health workers program (CHSP) which provides direct door-to-door health services to about 100,000 population in maternal and child health, reproductive health and nutrition through a team of more than 40 community health workers (CHWs), public health officers and community health nurses.

Department: Medical Team at Dolakha Hospital.
The mental health team at this site includes the generalist primary care provider (MDGP)(1), Medical officers (MBBS) (3) and psychosocial counselor (1). Potential exists to liaison with staff psychiatrists (3) at the main Dhulikhel hospital. However, no staff psychiatrists are on-site at Dolakha hospital at this time.

Position Description: Our HEAL fellows dedicate about 10% of their time to inpatient work and 90% to outpatient clinic. They are not primary clinical care providers. Rather, fellows will support the expansion of an integrated mental health program at Dolakha hospital. Fellows will select an important problem in mental health delivery, and work with the local staff, leaders, and fellowship faculty to implement and test an intervention to address the issue.

Projects can encompass the following, but are not limited to -
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).
6. Supporting the community health workers program in mental health and behavioral health projects (e.g., training CHWs and improving coordination with the hospital).

Global Mental Health Curriculum -
The psychiatry HEAL fellow will also participate in global mental health curriculum throughout the fellowship.

Fellows will gain select competencies via educational experiences that include online lectures, reading materials, online Q&A sessions, opportunities for targeted professional development opportunities with modest funding, and dedicated experiential learning in mental healthcare delivery systems in low-resource settings.

UCSF faculty in the Department of Psychiatry and Behavioral Sciences lead the longitudinal curriculum via 1:1 weekly online meetings, and fellowship full team biweekly online meetings. The following are its core competencies:

- Describe cultural expressions of illness and implement culturally appropriate treatments.

- Utilize locally available resources, including limited/essential medications, to provide high-quality clinical care to address the local burden of mental illness.

- Describe and implement a collaborative care model in resource-poor settings.

- Lead an interdisciplinary team of generalist health workers and counselors for strengthening the mental health system and expanding access to health services.

- Develop effective teaching skills to build the capacity of local health workers to care for the mentally ill using evidence-based protocols like the WHO Mental Health Gap Action Programme (mhGAP).

- Develop fundamental research skills in health services and implementation science to strengthen health systems.
• Obtain clinical competence in managing common mental health conditions with clinical supervision for child, adolescent, and geriatric populations.

• Adhere to principles of ethical, equitable and reciprocal training and clinical practice.

• Develop a career plan that incorporates global mental health work after completion of the fellowship.

Clinical Work

- **Clinical hours per week:** 36-48 hours (Flexible)

- **Administrative / Project hours per week:** Included in the working days/hours.

- **Any after hours call on weekends?** : rarely

- **What is typical work schedule on a given week?**
  Every weekday starts with morning briefing at 8:00 am in conference room followed by inpatient round. Breakfast time till 9:30 am, and 12:30 – 01:30 pm is lunch break time.
Outpatient runs from 9:30 am to 4:00 pm.
  - **Sunday:** Start of weekday.
  - **Monday - Thursday:** Has some academic/case presentation after morning briefing as well.
  - **Friday:** usual day
  - **Saturday:** weekend holiday

Project Work

- **Is there an expectation to participate in projects, committees, or other activities outside clinical duties?**
  - Yes, but this is included within the clinical hours as the project will have a clinical focus and will be determined based on the local clinical needs. Details of the project will be determined based on local needs, fellows’ capacity, and fellowship faculty’s input and mentorship. No activity outside clinical duty hour. But, rarely, during special occasion and circumstances it might be requested (e.g., attending special programs or site visits).

- **Is there protected time for those activities in the schedule?**
-It is flexible and will be conducted in collaboration with clinical chief of hospital.

**Additional Details**

- **Who does the fellow go to with clinical and/or administrative questions?**
  - Clinical chief and administrative chief of the hospital.

- **Is there any formal or informal mentorship for new clinicians at this site?**
  - Clinical chief oversees overall clinical work and activities, and other consultants provide guidance in their respective subspeciality work as it requires. No other formal mentorship.

- **How are schedules made? Is there flexibility for shift or schedule requests?**
  - Very flexible

**Job Requirements:** By 1 July 2024 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.