HEAL Initiative Fellow Role Description

**Position Title:** Primary Care HEAL Fellow

**Organization:** Compañeros En Salud, Mexico

Compañeros En Salud (CES) is a Partners in Health affiliated organization that started working in Mexico in 2011 and now operates out of 11 rural public clinics in the Sierra Madre mountains of Chiapas—one of the most marginalized regions in the country. Our goal is to improve staffing and supply of the clinics, and link them to more specialized care in hospitals outside the communities.

To provide comprehensive primary care at all CES-supported clinics, we rely on a multidisciplinary team of providers that include community nurses, health auxiliaries, physician and nurse pasantes¹ and community health workers². This team delivers care through the task-sharing and task-shifting of clinical activities. Therefore, every member of the team plays a significant role to guarantee high-quality continuous care from the household to the community clinic and to the next level of care when necessary.

The maternal homes in Angel Albino Corzo and Siltepec provide humane and respectful care for pregnant women. Services include sexual and reproductive counselling, prenatal care and delivery. These are provided by obstetric nurses and professional midwives that ensure patients have the integral care they deserve.

**Site: Primary Care Clinics**

Each primary care clinic has one community nurse, one medical pasante, one health auxiliary and sometimes a nursing pasante. Each clinic has two clinical supervisors (one who is an MD and one that is a RN) that share the responsibility of overseeing the clinical work at the sites. They each spend four days a month with the clinical teams to provide mentorship, accompaniment and effective coordination between the clinics, CES programs and the Ministry of Health. Each clinic also has one or two nurses and a physician, who are MOH staff and work alongside CES staff to provide care and share the workload. This service operates outpatient hours. However, the team is expected to provide care for medical emergencies whenever needed.

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¹ CES recruits Mexican physicians and nurses entering a required social service year to staff clinics. The first-year physicians and nurses, or pasantes, receive supervision, mentorship, and training from our staff. This comprehensive support and training program helps build Mexico’s next generation of social justice healthcare providers.

² The workers, called acompañantes, do household visits for screening and to follow up on patients with certain medical conditions such as chronic illnesses or pregnancy. They are essential in helping patients better understand their conditions and adhere to medications.
**Site: Maternal Home**

At the maternal home there are 11 obstetric nursing *pasantes*. They are supervised by registered obstetric nurses, perinatal nurses and professional midwives. This service operates 24/7. The team as a whole is supervised by a MD.

**Position Description:** The fellow position includes 50% working in rural primary care clinics, 30% inpatient care at the maternal home/hospital, and 20% office hours. Fellows will also have urgent care responsibilities and receive administration time. The key role of the fellow is with the clinical teams (nurses, *pasantes*, auxiliaries) and clinical supervisors, including clinical teaching, mentorship and bedside teaching. Fellows also help organize the certificate course of the *pasantes*, prepare lectures, cases, journal clubs and morbidity and mortality sessions. Additionally, fellows interview and screen incoming volunteer residents and participate in research and other academic initiatives.

Fellows will take the lead on the facilitating the *pasante* course, directly designing and supervising the clinical portion. They also engage in the teaching of different topics and workshops for the team of clinical supervisors. Fellows have the opportunity to be the primary clinical consultants for the organization, including outpatient (primary care), inpatient in the maternal home, and the referral network. Fellows will also be expected to review clinical protocols, tools and key outcomes and propose solutions for continual improvement.

**Clinical Work**

- **Clinical hours per week:**
  - We estimate a 40 hours a week of clinical work from Monday to Friday. However, in the communities emergency calls can come at any time in the day and the clinical staff present is expected to answer.

- **Administrative / Project hours per week:**
  - 8 hours a week (one office day per week) for the review of some clinical cases, lectures and clinical protocols.

- **Any after hours call or weekends?:**
  - One weekend a month the Fellows will be teaching at the course for *pasantes*.

- **What is typical work schedule on a given week?:**
  - **Monday:** 8 am – 6pm (with one hour for lunch) outpatient at the clinics/ maternal home
  - **Tuesday:** 8 am – 6pm (with one hour for lunch) outpatient at the clinics/ maternal home
  - **Wednesday:** 8 am – 6pm (with one hour for lunch) outpatient at the clinics/ maternal home
  - **Thursday:** 8 am – 6pm (with one hour for lunch) outpatient at the clinics/ maternal home
Friday: 8 am – 6pm (with one hour for lunch) outpatient at the clinics/ maternal home

Saturday: Day off except one weekend a month for trainings

Sunday: Day off except one weekend a month for trainings

Project Work

- Is there an expectation to participate in projects, committees, or other activities outside clinical duties?
  - Yes. We usually have multiple projects surrounding primary care and we welcome the Fellows’ involvement. Projects are chosen according to areas of expertise, organizational needs and personal preferences when possible.

- Is there protected time for those activities in the schedule?
  - Yes. One day of “office-hours” per week.

Additional Details

- Who does the fellow go to with clinical and/or administrative questions?
  - Martha Arrieta, Primary Care Coordinator
  - For information regarding each particular community clinic the Fellow can address the Clinical Supervisors.

- Is there any formal or informal mentorship for new clinicians at this site?
  - HR provides an introduction to the organization and then the team to which the new clinician is assigned will complete the induction to the area. We provide continuous mentorship at many levels for as long as anyone is involved with the organization.

- How are schedules made? Is there flexibility for shift or schedule requests?
  - Schedule is made considering the needs of the clinical teams at different communities and at the maternal home. There can be some flexibility and the schedule is usually drafted taking into consideration personal preferences whenever possible.

Job Requirements: By 1 July 2024 applicants must have completed residency training at a US-based residency program. Applicants must be able to provide highly competent clinical care and have a clear passion for serving the underserved. Important traits are the ability to be mentors and trainers and a deep affinity for education. Ability to perform without supervision in an environment that does not have the same resources as the US is vital.

HEAL Initiative

HEAL (Health, Equity, Action, and Leadership) trains and transforms front line health professionals through building a community dedicated to serving the under-served as their lifelong choice.
Compañeros En Salud is a Partners in Health affiliated organization that started working in Mexico in 2011. Their goal is to improve staffing and supply of the clinics, and link them to more specialized care in hospitals outside the communities. CES recruits Mexican physicians who receive supervision, mentorship, and training from and also manages community health workers who visit patients with chronic illnesses.

SINCE 2015

15 rotating fellows total:
FM, IM, Psychiatry, General Surgery
10 site fellows total

FOR MORE INFORMATION
https://companerosensalud.mx