



HEAL Initiative Fellow Role Description

Position Title: Primary Care HEAL Fellow

Organization: [Last Mile Health, Liberia](#)

Founded by survivors of Liberia's civil war, Last Mile Health saves lives in the world's most remote communities. The organization specializes in the development and management of professionalized Community Health Workers who bridge the gap between hospitals and remote communities, bringing lifesaving services to the doorsteps of people living in the last mile. Last Mile Health works hand-in-hand with community members, local government officials, national policy makers, and global partners to ensure sustainable impact and achieve the vision of a health worker for everyone, everywhere, every day.

Department: Programs Management, Quality & Innovations (PMQ) Team. The Liberia Medical Director serves as overall site manager, the Director for Clinical Excellence is the Global Relationship Manager, while the County Technical Advisor, Health Service Delivery (TAHSD) is the day-to-day manager of the fellows.

Position Description:

HEAL Fellows will focus their energies on 1) Program Development (QI), 2) Project Management and Implementation, and 3) Healthcare Provision. Fellows will design and implement didactic and practicum based teaching for community and facility healthcare providers, conduct field visits to become familiar with LMH's community health programming, observe and communicate gaps in care as issues with program design or implementation, and engage relevant team members developing both immediate and long-term solutions. Along with the County Senior Project Manager, fellows will develop a work plan and implement key projects for the county alongside the Liberia Programs team. Some core areas include maternal and reproductive health, malnutrition, immunization, and non-communicable diseases. Fellows are seen as technical advisors/consultants in regards to clinical issues related work in LMH counties and staff health. Lastly, fellows will spend 10-20% (1 day a week or up to 5 days a month) at county referral facility, accompanying assigned government medical doctors, nurses, and PAs to provide patient care. In addition, they will help to facilitate referrals with the County Health Team of cases that need higher levels of care. Lastly, they will provide consultation to LMH staff on a protected-schedule basis for non-urgent health matters (estimated 2 hrs / week) and help facilitate care at local facilities.

Clinical Work

- **Clinical hours per week:** 9 hrs (district hospital)
- **Administrative / Project hours per week:** 31
- **Any after hours call or weekends?:** Weekends are off. Any involvement into work over the weekend is totally voluntary
- **What is typical work schedule on a given week?:** Activities are not fixed
 - **Monday:** Field work-NCHP or Performance monitoring & improvement work, Staff health & extra-programmatic referrals check-in (bi-weekly)



- **Tuesday:** CHX innovation check-in (weekly), immunization check-in (bi-weekly) and
- **Wednesday:** Hospital rounding (also Mondays when not in the field), HEAL journal club/pod call (every other Wednesday evening), innovation & support work, RMNCH check-in (weekly)
- **Thursday:** County level HEAL fellow check-in (weekly), Field work-NCHP or Performance monitoring & improvement work
- **Friday:** NCHP or Performance monitoring & improvement work, Staff health & extra-programmatic referrals
- **Saturday:** No assignment except staff health or extra-programmatic emergency health support
- **Sunday:** No assignment except staff health or extra-programmatic emergency health support

One time activities

- Staff Health activity ~10 days across all LMH sites
- HEAL Liberia conference with Aylin Ulku
- Mortality Morbidity (each HEAL fellow to pair with Performance Monitoring & Improvement Coordinator to develop presentation for MM conference)

Project Work

- **Is there an expectation to participate in projects, committees, or other activities outside clinical duties?**
 - Support community health innovation project (Chlorhexidine for cord care within the community health program) in Rivercess
 - Support of Scale activities (supervision of Community Health Services Supervisors (CHSSs) and Community Health Assistants (CHAs); training of community health workers
 - Support extra-programmatic referrals from communities beyond 5km of healthcare facilities
 - Work with county Reproductive health supervisor
 - Support staff health health
 - Attend CHX innovation meeting, scale TWG meeting, health coordination meeting, check-in with MD
- **Is there protected time for those activities in the schedule?** Yes. All activities have protected time

Additional Details

- **Who does the fellow go to with clinical and/or administrative questions?**
 - The fellows should direct all clinical and/ or administrative questions to the Medical Director at Last Mile Health.
- **Is there any formal or informal mentorship for new clinicians at this site?**



- Fellows will have the opportunity to get mentored by our diverse team of very competent professionals in different aspects of global health.
- Our medical team comprises of experienced local and international doctors who are well placed to provide the guidance and support new clinicians need to be successful in this part of the world
- **How are schedules made? Is there flexibility for shift or schedule requests?**
 - Schedules are based on existing and upcoming workstreams related health innovations and programs with emphasis on quality improvement. Schedules are made jointly by the TAHSD, the Medical Director and the current HEAL fellow. Schedules are flexible, but mostly based on programmatic big rocks.

Job Requirements: By 1 July 2024 applicants must have completed residency training at a US-based residency program. Those with training in Family Medicine will be given preference. Those with training in Internal Medicine, Pediatrics, or Med-Peds also welcome to apply. Applicants must be comfortable contributing to program design that is targeting a variety of patient (ages and conditions). Experience or interest in quality assurance/quality improvement work is key. Prior experience in a remote setting and willingness live at program site in rural Liberia as well as successful and proven negotiation, communication and organization skills are essential. Fellows must be willing to travel into the field, spend occasional nights in rural communities with few amenities. Strong commitment to health and social justice required.

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.

LAST MILE HEALTH

📍 Liberia, West Africa

LAST
MILE
HEALTH



ORGANIZATION PROFILE

Founded in 2007 by Liberian civil war survivors and American health workers, Last Mile Health has saved lives in the world's most remote and rural communities. Through working hand-in-hand with community members, local government officials, national policy makers, and global partners, Last Mile Health is able to ensure sustainable impact and achieve the vision of a health worker for everyone, everywhere, every day.

SINCE 2012

HISTORY OF HEAL

15 rotating fellows total:

FM, Med-Peds, Pediatrics

9 site fellows total

FOR MORE INFORMATION

<https://lastmilehealth.org>



HEAL Initiative

Health, Equity, Action & Leadership

UCSF