HEAL Initiative Fellow Role Description

Position: HEAL Initiative Internal Medicine Fellow

Department: Internal Medicine, Rwinkwavu District Hospital, Rwanda

Summary of Role: Serves as a consultant and clinical mentor in provision of advanced care in regard to Internal Medicine (IM) at Rwinkwavu District Hospital (RDH), working in partnership with Inshuti Mu Buzima (PIH Rwanda). The fellow will play a key role in training intern physicians, medical students and other health care providers as well as supporting the design and implementation of quality improvements initiatives, applying policies/SOPs, and communicating to other departments at Rwinkwavu District Hospital (RDH).

Specific Responsibilities:

CLINICAL & TEACHING/MENTORING

With input from RDH team, HEAL fellowship leadership and PIH/IMB clinical team,

- Provide advanced direct clinical care in the RDH Department of Internal Medicine. This includes rounding at least 2 days a week in the Internal Medicine ward and leading management of patients.
- Oversee care of IM OPD clinic, roughly 1 day a week.
- Support care of NCD clinic, roughly 2 days per month.
- Support general practitioners on the management of IM patients.
- Provide CME/CPD training and bedside mentoring to nurses and GPs working at RDH and other PIH supported district hospitals.
- Mentor medical students, intern doctors, GPs, and nurses at RDH
- Participate in national technical groups pertinent to Internal Medicine.

ADMIN & PROGRAMMATIC

Facilitate quality improvement and assist with general administration:

- In collaboration with the site fellow, supervise care in IM ward, with the support of RDH Director General, Director of Clinical and Allied Health Sciences, Director of Nursing, Head of Pharmacy, and Head of Lab, to ensure proper and harmonized delivery of care services.
- Lead quality improvement (QI) initiatives to address quality of care issues.

Structure:

- 1st Report (MOH): Rwinkwavu District Hospital Director General
- 2nd Report (IMB): Chief Medical Officer
- Intended to be roughly 70% clinical, 30% programmatic/educational

Professional development:

- Receive programmatic mentorship and exposure, with support of IMB NCD program Director and larger IMB clinical leadership
- Participate in IM related research activities, and have access to the research mentorship and supports available at PIH/IMB
- Participate in development and delivery of IM related curricula within IMB
Ideal Attributes for the position:

- Medical Degree and specialization in Internal Medicine (certified in US with Rwanda equivalent)
- Highly motivated to play a leadership role in Internal Medicine at RDH Hospital
- Understands and upholds principles of equity and alignment with national priorities and protocols in provision of IM in Rwanda
- Interest in medical and clinical education and a significant passion for teaching
- Deep flexibility, understanding of global health, strong relationship builder, self-starting and self-management, and passion for working in a north-south partnership are key to success.
- Highly organized and able to keep track of multiple administrative and clinical tasks simultaneously
- Strong management, communication, mentoring, teaching and leadership skills. Ability to work well within a diverse and multicultural team
- Sensitivity and openness to working with vulnerable populations, with a compassionate attitude
- Willingness to live and work in remote areas within a limited resources setting
- Ability to live PIH/IMB values: Ubumuntu (Compassion), Ubupfura (Integrity), Ubwubahane (Mutual respect), Ubunyangamugayo (Honesty), Ubumwe (Solidarity), Agaciro (Dignity), Kugira ishyaka (Determination).

Clinical Work

- **Clinical hours per week:** 28 hrs

- **Administrative / Project hours per week:** 12 hours

- **Any after hours call or weekends?:** If interested

Project Work

- **Is there an expectation to participate in projects, committees, or other activities outside clinical duties?** Yes

- **Is there protected time for those activities in the schedule?** Yes, 30% of the fellow’s time is dedicated to participation in the above.

Additional Details

- **Who does the fellow go to with clinical and/or administrative questions?** The Site Fellow, hospital DG, Director of the MNCAH Program, CMO

- **Is there any formal or informal mentorship for new clinicians at this sites?** Yes, by PIH clinical and site leadership, hospital leadership, and informal orientation with site fellow and other staff.
How are schedules made? Is there flexibility for shift or schedule requests? Schedules are made by the hospital clinical leadership in collaboration with the IM department and they are flexible.

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.