

Supporting the wellbeing of frontline perinatal health care workers in Zambia

Hybrid Volunteer: Terms of Reference



Volunteer Brief and Terms of Reference

Summary

King's Global Health Partnerships has been working with the Ministry of Health of Zambia since 2016. Our recent programme of work supporting improvements in maternal and newborn health care in Ndola, in Zambia's Copperbelt District, has resulted in higher survival rates for babies at birth across primary and tertiary health facilities, and improved referral pathways. During the evaluation of this programme, our partners and colleagues articulated a need for an intervention designed to support the wellbeing of frontline health workers, particularly in areas of high maternal and newborn mortality. A strong link has been identified between emotional wellbeing of healthcare providers and both their retention within the workforce and the quality of care provided to women and children, particularly respectful care.

We are seeking an NHS clinical psychologist with an interest in global health and health worker wellbeing. You will work closely with a Zambian clinical psychologist to co-design and test a package of wellbeing support for Zambian health workers. This is a hybrid opportunity, involving two funded short-term visits to Zambia as well as 'long-arm' remote support over a nine-month period from October 2024 to June 2025.

King's Global Health Partnerships

King's Global Health Partnerships (KGHP) works with health facilities, academic institutions, and governments to strengthen health systems and improve the quality of care in five countries: Somaliland, Sierra Leone, the Democratic Republic of Congo, The Gambia and Zambia. We bring together health, academic and international development expertise from King's College London, the UK's National Health Service (NHS) and our international partners to educate, train and support healthcare workers, strengthen healthcare and training institutions and enhance national health policies and systems. Our programmes are delivered by volunteers, with educators, researchers, health professionals, managers and health sector leaders taking up volunteering placements to deliver technical advice, teaching, training, and distance mentoring and on the job support to their counterparts in the global south.

Objectives

OBJECTIVE: Co-design and feasibility test a package of fit-for-purpose and contextually appropriate support to improve staff wellbeing of nurses, midwives and doctors working in maternal health in our partner facilities in Ndola, Zambia.

OUTCOME 1: Increased understanding of staff wellbeing; mental health; stress; and moral injury in health workers in Ndola, Zambia.

OUTCOME 2: Co-design of package of support.

OUTCOME 3: Feasibility testing of package of support.

OUTCOME 4: Learning and dissemination in Zambia and in UK.

Proposed activities

1. Recruitment of NHS Clinical Psychologist Volunteer to work closely with Zambian Clinical Psychologist at Ndola Teaching Hospital through a mix of in-person and remote online engagement.
2. Co-create situational analysis report of health worker wellbeing in Zambia, including literature review and stakeholder perspectives.
3. Co-develop staff wellbeing resource pack for frontline health workers working in maternal and newborn services at Ndola Teaching Hospital and Arthur Davison Children's Hospital.
4. Feasibility testing of resource pack including focus group and key stakeholder evaluation.
5. Learning and dissemination, including UK and Zambia dissemination events.

Timing

This is a nine-month project, from October 2024-June 2025.

Your role will involve two in-country visits to Zambia of 2-4 weeks each, one in month 2 and one in month 6 (there is some flexibility, depending on your availability).

In addition, this role involves remote 'long-arm' engagement of 3-6 hours per week over 9 months (again, there is some flexibility).

Skills and experience

We are looking to recruit one NHS clinical psychologist with an interest in global health and health worker wellbeing.

Applicants should have:

- Experience of designing and developing interventions in a health care setting [Essential]
- Excellent listening and communication skills [Essential]
- Demonstrated ability to work tactfully and respectfully with a range of people from diverse backgrounds. [Essential]
- Experience of working in low- and middle-income country (LMIC) settings [Desirable]
- Ability and willingness to undertake some travel to Zambia [Essential]

Expectations

Successful candidates will be required to complete an onboarding and induction process which includes a DBS check. As part of your affiliation with KGHP, you will also be actively encouraged to document your work. In addition, you will be encouraged to also keep a personal reflective journal to capture your experiences and support your own learning and development. This can be used as evidence for your revalidation and/or continuous professional development requirements.

Our offer to you

You will have the opportunity to work as part of a dynamic team and contribute to improving health outcomes for a population in need. In addition, there is strong evidence that health partnerships like ours do not only benefit people in low-resource settings. They also bring real benefit to NHS staff and services as well as citizens in our partner countries. Among others, these benefits include the opportunity to develop:

- Leadership skills
- Skills in interdisciplinary team working
- Knowledge and skills in innovation and quality improvement
- Experience of working with other health systems

We will also support you with funding and operational support to undertake two in-person visits to Ndola, Zambia, of 2-4 weeks each. This will include flights, pre-travel vaccinations, visa costs, accommodation and comprehensive insurance throughout your visits.

Application

All volunteer roles are appointed following an application and interview process, scheduled for a few days after the application deadline. If you are interested in applying, please send a C.V. and a one-page cover letter to us at kg hp@kcl.ac.uk. The deadline for applications is 23:59 BST on Friday 18th October 2024.

Thank you for your interest in King's Global Health Partnerships.

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