

# Emergency Care Leadership – Policy and Strategy Fellow

Terms of Reference

## King's Sierra Leone Partnership

### Emergency Care Leadership, Policy and Strategy Fellow

#### Overview

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: Sierra Leone, Somaliland, 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
- Enhance national health policies and systems.

Our programmes are delivered by volunteers, with educators, researchers, health professionals, managers and health sector leaders taking up fellowship placements to deliver technical advice, teaching, training, and distance mentoring and on the job support to their counterparts in our partner countries.

KGHP has been working in Sierra Leone to help strengthen the health system and improve the quality of care since 2011. We work with our partners to provide education and training of healthcare workers, and to strengthen clinical services, policy and research. Key partners include The University of Sierra Leone Teaching Hospitals Complex Connaught Hospital (USLTHC), the College of Medicine & Allied Health Sciences (COMAHS) and the Ministry of Health (MoH)

Over the last two years there has been significant interest in developing emergency care systems in Sierra Leone. In late 2021 KGHP delivered emergency care training to teams from all 16 districts in Sierra Leone and then carried out mentorship activities in each district hospital. In July 2022 the WHO carried out an Emergency Care Systems Assessment (ECSA) in Sierra Leone, working with key stakeholders to develop a list of 31 short-, medium- and long-term recommendations for emergency care in Sierra Leone. At the same time KGHP and Partners in Health (PIH) carried out an Emergency, Critical and Operative Hospital Emergency Assessment Tool (ECO-HEAT) in 19 facilities across the country.

This 30-month project, funded by The Else Kröner-Fresenius-Stiftung (EKFS), will focus on synthesising the information from these exercises and working alongside the Ministry of Health (MoH) to develop a strategic plan and road map for the development of emergency care systems in Sierra Leone. This project will also work in Connaught Hospital where interventions and innovations can be trialled and implemented with support from KGHP in the newly renovated Emergency Department.

There will be one Fellow working alongside the MoH leadership on policy and strategy (this post) and one based in Connaught Hospital supporting with training and mentorship in the Emergency Department. There will be some overlap between these two posts, as Connaught Hospital will be where innovations around emergency care will be trialled. For example, a major incident response plan will be developed for Connaught Hospital as part of this project, this can then be adapted for other major hospitals across the country.

## King's Global Health Partnership Fellowship

The KGHP Fellowship equips Fellows with the skills to support complex global health systems change. It provides a robust development pathway to recruit, support and develop UK health professionals in a two-way knowledge exchange, making valuable contributions in Sierra Leone and also bringing the learning back to the UK context. The KGHP Fellowship centres around enabling UK health professionals to learn how to lead systems change by working alongside in-country teams to facilitate lasting impact.

During the Fellowship, Fellows lead a system strengthening project which supports the leadership and development of Sierra Leone's healthcare system. The holistic model of development training will ensure each Fellow is supported in clinical and operational project delivery; alongside formalised supportive mentoring, underpinned by a global health learning programme.

The KGHP Fellowship will support Fellows through a 12-month programme encompassing four areas of support.

### **1. Clinical and Operational project delivery support**

Support from Kings Sierra Leone Partnership in-country team including Operations and Programmes Teams, reporting to The Director of Clinical Strategy.

### **2. Reflective practice and clinical supervision**

Enrolment in the Clinical Supervision Programme supported by regular multi-disciplinary Action Learning Sets to embed reflective learning.

### **3. Leadership mentoring and coaching**

Mentoring in systems change and development by experts in the field.

### **4. The KGHP Learning Hub knowledge exchange and education pathway**

Access to the wide network of learning, subject matter experts and leaders in global health care. Workshops and seminars from across the KGHP networks to utilise system strengthening tools.

## The opportunity

We are looking for a Fellow who can work alongside MoH leadership and key clinical partners to help synthesise the information from these exercises and develop a strategic plan and road map for the development of emergency care systems in Sierra Leone. We are looking for someone passionate about supporting the development of emergency care systems in low resource settings, who has experience in:

- Systems change in health systems
- Policy design, development and implementation
- Workforce development
- Resource planning for clinical services – including equipment, facilities, medicines and other resources

The Fellow will be based in the Deputy Chief Medical Officer-Clinicals (DCMO's) Office and would work alongside an MoH counterpart to develop the strategic plan and road map as well as supporting the MoH to identify and apply for funding streams to fund the actions and activities that are identified and developed. They will also be expected to support research activities and help to generate publications.

## Who do we want?

We welcome applications from colleagues with **clinical AND non-clinical backgrounds**. The opportunity may be of interest to colleagues with experience in emergency care or related disciplines, operational managers with Urgent and Emergency Care and/or ambulance experience, or policymakers with Urgent and Emergency Care experience. This is a fantastic opportunity to save lives by contributing to building a strong and sustainable emergency care system in Sierra Leone.

### **Person Specification:**

#### Required:

- For clinical candidates: Minimum Band 8 Nurse, Paramedic, or Advanced Clinical Practitioner (ACP), or Emergency Medicine Trainee Doctor in their fourth year.
- For non-clinical candidates: Experience as a General Manager or Service Manager in Urgent and Emergency Care (UEC) or acute services
- Deep and thorough understanding of emergency care operations.
- Background in public health strategy.
- Extensive experience in strategic workforce development, including education and training.
- Experience in national policy development and service mapping.
- Proven ability to provide technical guidance to government bodies such as NHS England, Public Health England, Integrated Care Board (ICB), or equivalent national agencies/Ministries of Health in other countries.

#### Beneficial:

- Proven track record in project management within health programming.
- Expertise in business development and fundraising, including from large health-focused donors.

The successful candidate should also demonstrate the following attributes:

- Advanced level influencing and relationship-building skills for bringing about change through others and working in partnership
- Experience in fundraising and applying for funding mechanisms is a plus
- Humility, empathy, openness and curiosity about working in a new system, excellent listening skills
- Patience, resilience and persistence when working in a challenging environment
- Experience living and working in a low resource setting will also be beneficial

### **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
- Clinical and teaching experience
- Cross-cultural experience
- Personal resilience and efficiency

Fellows on placements will receive additional support such as:

- Pre-departure and in-country induction
- Return flights to Sierra Leone plus a leave flight for volunteers in country for a year
- Accommodation and a £500 monthly stipend for living expenses, paid in-country in Leones
- Visa, residency permit and professional registration with the appropriate Sierra Leone professional body (e.g. Nursing & Midwifery Board or Medical and Dental Council)
- Cost of vaccinations and antimalarials covered by KGHP
- Enrolment onto King's College London Travel Insurance policy
- Medical indemnity cover

### When?

This project will run from February 2024 for 30 months. We will be looking for a Fellow to join us for 12 months in late 2024 and another volunteer in late 2025.

### Next steps

If you are interested in applying, please submit a C.V. and cover letter to Sarah Jabir, Programme Manager, Sierra Leone: [sarah.jabir@kcl.ac.uk](mailto:sarah.jabir@kcl.ac.uk). The deadline for applications is Friday 30th August 2024. Interviews will take place on a rolling basis, so please apply early. If you have any questions, please email Sarah Jabir at the above address.

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