

Emergency Department Fellow

Terms of Reference



King's Sierra Leone Partnership

Emergency Department 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 services 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 services 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 on policy and strategy and one based in Connaught Hospital (this post) 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.

Kings Global Health Partnerships 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 to work alongside partners in Connaught Hospital in the newly renovated Emergency Department (ED) to support the development of emergency care delivery in Connaught Hospital. The role will include the design and development of a system for continual professional development for the multidisciplinary team in the ED, it will also include training trainers to deliver standardised training such as Basic Emergency Care (BEC) and Primary Trauma Care (PTC). There will also be the opportunity to contribute to national strategy work, for example the development of a major incident response plan.

We are looking for someone passionate for developing emergency care systems in low resource settings, who has experience in:

- systems change in health systems
- developing and delivering training, education and mentorship
- fostering multidisciplinary team working relationships
- working in a low resource setting.

Who do we want?

For this role we are looking for a doctor, nurse or paramedic with significant A&E/emergency medicine experience.

- **Doctors should be 4th year specialist emergency medicine trainee or above**
- **Band 8 Nurse, Paramedic or Advanced Clinical Practitioner (ACP)**

This role will be based in the Connaught Hospital ED in Freetown. You will be working alongside the head of the ED and hospital leadership to develop and implement new ways of working in the ED. You will be expected to help deliver standardised training such as Basic Emergency Care (BEC) and Primary Trauma Care (PTC) and train master trainers as well as helping to design a departmental induction and continual professional development system. A key part of this role is understanding operational flow and the ability to create guidelines and procedures to support an effective emergency department working with the multidisciplinary team (MDT) and wider hospital teams.

This is a fantastic opportunity to save lives by contributing to building a strong and sustainable emergency care system in Sierra Leone.

The successful candidate must have:

- Substantial experience working in emergency care
- Understanding of patient flow and operational Emergency Department needs
- Significant experience in teaching, training and mentorship
- Experience in delivering BEC/ PTC or Emergency Care skills training programmes
- Experience working in a low resource setting
- Strong leadership skills
- Experience in managing projects

They should demonstrate the following attributes:

- Humility, empathy, openness and curiosity about working in a new system, excellent listening skills
- Advanced level influencing and relationship-building skills for bringing about change through others and working in partnership
- Patience, resilience and persistence when working in a challenging environment
- Experience in undertaking research and publication

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 a cover letter to Sarah Jabir, Programme Manager, Sierra Leone: sarah.jabir@kcl.ac.uk. The deadline for applications is Friday 23rd 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.