

Sierra Leone Global Health Fellow

Terms of Reference



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Fellow Brief and Terms of Reference

Summary

Kings Global Health Partnerships (KGHP) are excited to recruit for the new KGHP Fellowship to support systems strengthening across our partner countries.

We are looking for senior Medics, Nurses, Midwives, Paramedics or Allied Health Professionals with relevant experience to support the UK Foreign Commonwealth and Development Office (FCDO)-funded, Saving Lives Phase III programme in Sierra Leone. The programme aims to support the Government of Sierra Leone (GoSL) to deliver on improving maternal, child and reproductive health outcomes in the country, whilst strengthening health systems for a sustainable solution.

KGHP is leading a Clinical Mentorship programme across six districts in Sierra Leone to support Nurses and Midwives with vital lifesaving skills. The Fellows will support the development of a hospital education team underpinned by a continued professional development framework. Each member of the new education team will undergo a Leadership in Education programme delivered by the Fellow which will be co-created with the hospital management team.

Two recruited Fellows in each district will support the education team set up morning teaching sessions which will be rolled out across the hospital. The education team will also conduct clinical mentoring on the wards supported by the Fellow. As part of this Mentorship cascade system, hospital education teams will visit community health centres to support smaller rural health clinics in a knowledge exchange programme.

The Fellows will lead and support this exciting workforce and education development programme which is embedded in a large system strengthening project supported by a Concern Worldwide-led consortium of six NGOs across Sierra Leone.

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 Sierra Leone, Somaliland, the Democratic Republic of Congo, Zambia and Gambia. 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

King's Sierra Leone Partnership

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 University of Sierra Leone Teaching Hospitals Complex Connaught Hospital (USLTHC), the College of Medicine & Allied Health Sciences (COMAHS) and the Ministry of Health (MoH).

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 King's 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

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.

King's Global Health Fellowship: Learning Hub Curriculum Overview

The King's Global Health Fellowship includes a tailored learning hub designed to support fellows in developing leadership and management skills in global health. The curriculum is divided into thematic blocks, each focusing on critical aspects of global health:

- **Block 1: *Introduction to Global Health***
Explore core concepts, historical perspectives, and key milestones in global health.
- **Block 2: *Global Health Interventions***
Learn principles of designing, implementing, and evaluating health interventions.
- **Block 3: *Maternal and Child Health***
Address global priorities in maternal and child health, including major challenges.
- **Block 4: *Epidemiology and Disease Burden***
Gain foundational knowledge in epidemiology and an understanding of disease burdens.
- **Block 5: *Future Directions and Leadership***
Discuss emerging trends and develop essential leadership skills for future global health challenges.

Learning Format

During each learning block, guest speakers from within KGHP will lead sessions on the theoretical underpinnings of the topic. These sessions are followed by input from subject matter experts with practical experience in Sierra Leone. This dual approach bridges global health theories with local contexts, offering fellows insights into their relevance and application within Sierra Leone's health systems and programs. This structure ensures Fellows not only understand global health principles but also acquire practical knowledge to translate learning into action and support programmatic goals effectively.

This program offers Fellows the opportunity to enhance their expertise and contribute effectively to health system strengthening and innovation.

Context

KGHP is part of the Concern Worldwide-led Consortium for Saving Lives in Sierra Leone III. As the clinical lead for activities, KGHP will be working across all six districts in the five-year programme.

Working across Kambia, Moyamba, Kenema, Bombali and Western Area Urban (Freetown) districts, two Fellows will be deployed to work in each district's main referral/secondary hospital.

These hospitals collectively serve millions of people across the country. With varying capacities and specialties, the hospitals provide essential medical services to address diverse healthcare needs. Despite challenges like limited resources and infrastructure, these hospitals remain vital in providing access to healthcare in Sierra Leone, where healthcare indicators, such as life expectancy (54.3 years) and physician density (0.02 physicians per 1,000 people), underscore the importance of these facilities in improving health outcomes.

The Consortium's programme in Sierra Leone addresses critical issues affecting women, girls, and children, including high maternal and child mortality rates. Despite a 74% decline in maternal deaths since 2000, an estimated 1,200 women died from maternal causes in 2020. The under-five child mortality rate, though reduced from 168 to 109 deaths per 1000 live births between 2009 and 2019, remains the fifth highest globally, failing to meet Sustainable Development Goals commitments. Limited and unevenly distributed human resources for health, prevalent diseases like malaria and anaemia, and challenges in sexual and reproductive health services further exacerbate the situation.

The programme aims to improve access to quality healthcare, particularly in maternal and neonatal health, and strengthen safeguarding systems. It also addresses gender inequities, aiming to challenge harmful social norms and empower women, girls, and children, including those with disabilities, to make informed decisions about their health.

Aim

Fellows will collaborate with hospital management, particularly the chief nurse team, to create and mentor the new role of Education Lead. They will then facilitate the establishment of a team of educators for clinical mentoring and deliver a leadership training program.

Following the completion of the training, the Fellow will oversee the team and support visits to smaller clinics from main hospitals. This is aimed to support comprehension of patient care pathways.

While the Fellow focuses on clinical mentorship, the Consortium concentrates on fortifying other facets of the system, closely adhering to Ministry of Health guidelines. Employing innovative methodologies to sustainably enhance healthcare quality, Consortium partners offer specialised knowledge across diverse programme domains, encompassing district support, community interventions, workforce development, and clinical services. Their objective is to affect enduring, impactful transformations in Sierra Leone's healthcare infrastructure.

Proposed activities

- Set up the role of Education Lead in the hospital
- Identify and mentor a team of nurses/midwives of educators
- Support with clinical mentorship on the wards
- Set up training sessions and skills labs on such areas as (but not restricted to):
 - o Sierra Leone Early Warning Scores (SLEWS) vital signs training
 - o Triage systems for adult, child and pregnant women
 - o Assessment of deteriorating patients
 - o Emergency Obstetric and Newborn Care (EmONC) Improvement

- Work with hospital senior teams to embed continued professional development frameworks supporting multidisciplinary team collaboration
- Regular reporting on the activities of the project, including contributing project reports
- Plan visits to community health care units to support cascade mentorship
- Develop partnership and engagement events to showcase lessons learnt and co-create training materials to support the hospital's specific needs
- Represent KGHP at District Hospital Management Team meetings and work with Ministry of Health representatives
- Support strategy development through utilising data collection tools to guide decision making and policy development at hospital and national level
- Create guidelines, SOPs and workforce development tools to ensure robust governance framework which supports the Sierra Leonian health system strengthening

Timing

This is a 12-month Fellowship opportunity for each recruit starting April 2025. A second and third round of Fellows will take over for each year of the programme running.

Skills and experiences

We welcome applications from colleagues from **medical, nursing, midwifery, paramedic and AHP** backgrounds. The opportunity may be of interest to colleagues with backgrounds in

- **Emergency care or related disciplines**
- **Paediatrics**
- **Gynae/women's health**
- **Experience in clinical education and workforce development**
- **Public Health**

You do not need to have experience in all of these areas, as you will be paired with a Fellow who has complementary experience.

This is a fantastic opportunity to save lives by contributing to building a strong and sustainable care system in Sierra Leone. The successful candidate 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 living and/or working in a low resource setting or supporting systems change projects in global health.

Academic & Professional qualifications:

Essential

- Doctors with minimum 3 years' experience - post foundation programme
- Band 7/8 Nurses, Midwives or AHPs with professional registration in home country (applicants from senior band 6 roles will be considered who have relevant management experience)
- Postgraduate qualification in specialism/ education & mentorship training or membership exams

Desirable

- Diploma of hygiene and tropical medicine/nursing or country equivalent
- Paediatric emergency care experience
- Obs and gynae experience

Professional Experience:

Essential

- Experience working in the UK's National Health Service (NHS) or similar health system
- Knowledge of working and/or teaching in a low resource setting, public health or global health
- Mentoring and training others in both theory and practical sessions (OSCE, Simulation, Scenario, Lectures)
- Leading teams in busy, fast paced environments
- Understanding of service delivery and operational leadership

Desirable

- Clinical experience in a low resource setting
- Implementing a quality improvement project in a low resource setting and showing impact
- Working in an infectious diseases' speciality.

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:

- Enrolment in the new KGHP Fellowship supporting global health systems strengthening
- Skills in interdisciplinary team working
- Knowledge and skills in innovation and quality improvement

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

Support for fellows:

- Pre-departure and in-country induction
- Cost of return flights to and from initial post is covered by KGHP
- £500 monthly stipend
- Cost of visa, residency permits, and professional registration covered by KGHP
- Cost of vaccinations and antimalarials covered by KGHP
- Enrolment onto King's College London Travel Insurance policy
- Medical indemnity cover
- Cost of accommodation covered by KGHP

Application

All fellowship positions are appointed following an application and interview process. If you are interested in applying, please submit a cover letter and C.V to kghp@kcl.ac.uk. For any questions please contact Sarah Jabir, Programmes Manager sarah.jabir@kcl.ac.uk

Interviews will be done on a rolling timeframe as applicants apply – once all fellowship positions are filled, the application process will be closed. The next round of fellows will travel to Sierra Leone in April 2025, so applicants are strongly advised to apply early.

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