



Scope of Work



Country: **Ethiopia – Debre Zeit**
Host site: **Gudino Health Center**
Partner organizations: **Clinton HIV/AIDS Initiative (CHAI)-Ethiopia and Group Against Poverty & AIDS**
Assignment title: **Clinical Mentor (Physicians, Nurses, Pharmacists)**
Length of assignment: **3-6 months**

OVERVIEW OF VOLUNTEER ASSIGNMENT

Located in the village of Debre Zeit, about 40 miles south of Addis Ababa, is a modest healthcare facility developed to world standards. The Gudino Health Center is one of 30 rural primary healthcare centers (PHCs) in four regions that the Clinton HIV/AIDS Initiative (CHAI) is supporting through a partnership with the government — the Ethiopian Millennial Rural Initiative (EMRI), which aims to develop and install systems that are needed to fit the many pieces of the health system together. Gudino represents a big idea for Ethiopia's healthcare system and the Ethiopian government hopes to increase the number of health centers modeled after Gudino in the near future.

CHAI-Ethiopia, along with the Oromia Health Bureau, has strategically selected Gudino Health Center to upgrade its services in the context of primary healthcare units (including the five health posts in community). An assessment was conducted in 2008 to identify gaps and capacity building efforts have begun as a result. CHAI-Ethiopia has been working on training health center staff members, health extension workers, and community health promoters, and continues to help strengthen other health systems such as supply chain management, referrals, etc.

With EMRI's primary goal in mind, coordination within the healthcare system is essential; this means trained workers, experienced managers, medical equipment, financial resources, etc. The volunteer clinical mentor will contribute to this overarching goal specifically by providing technical assistance, coaching, mentoring, and training to local clinical mentors and health center/post staff that CHAI-Ethiopia has placed in its health facilities.

Group Against Poverty & AIDS (GAP-A) is a nonprofit organization established to address HIV/AIDS in the context of poverty. Over the years, it has worked in the areas of information exchange and community mobilization on topics of HIV/AIDS and other health challenges, using various forms of media including community gatherings, radio programs, e-mail networks, and its Web site. GAP-A is now focusing on the fight against HIV/AIDS with direct participation on the ground. It is committed to recruit healthcare professionals to support the community-based HIV/AIDS programs in rural Ethiopia.

In-country placement site:

Gudino Health Center is located in Oromia Regional State, Eastern Shoa Zone, Adia District. It is a health center that was selected in 2008 by the Oromia Regional Health Bureau and CHAI-Ethiopia for upgrading in order to better provide essential care services using a community-based approach. The goal of these capacity building efforts is to make the health center a model site for quality primary healthcare, with a particularly focused on HIV/AIDS, TB, malaria and MCH services.

Length of the assignment: 3-6 months, full time
(8 hours per day; 5 days per week)

Name and title of supervisor: Dr. Zelalem Kebede, Program Director of EMRI
Clinton Foundation HIV/AIDS Initiative, Ethiopia

Name and title of counterpart: Local Clinical Mentor – TBD

Volunteer qualifications:*Required:*

- Licensed medical practitioner
- Minimum of two years experience working with antiretroviral regimens
- Experience with HIV/AIDS prevention, care, and treatment
- Excellent interpersonal skills and demonstrated ability to develop cooperative working relationships with diverse professionals
- Capacity to adapt to living and working in a low-resource setting and different work cultures
- Ability to work independently with strong leadership skills
- Fluency in Amharic and English

Preferred:

- Clinical residency in HIV care, pharmacy practice, or internal medicine with significant exposure to the treatment of patients with HIV infection
- Previous adult training or teaching experience
- Knowledge of Ethiopia's health system and culture
- Previous experience working in a low-resource setting

OBJECTIVE OF THE VOLUNTEER ASSIGNMENT

Objective: To provide technical assistance, coaching, mentoring, and training to local clinical mentors, government providers, and health center/post staff at Gudino Health Center and other primary health care units in order to improve management of patients.

ACTIVITIES OF THE VOLUNTEER ASSIGNMENT

Volunteer activities:

Ongoing mentoring activities:

- Provide clinical mentoring in clinic sessions, including prevention, diagnosis and treatment of opportunistic infections, as well as antiretroviral treatment
- Support activities to promote HIV/AIDS treatment adherence by assessing missed clinic visits, medication renewals, evaluation of side-effects, and mentor staff in identifying barriers to treatment adherence
- Promote patient education in existing clinical care to help promote understanding of treatment adherence
- Refer patients to PLWHA support groups to encourage active participation in their own treatment and as well as their peers
- Improve quality of the overall HIV/AIDS treatment program by attending quality improvement (QI) sessions if already in place, or help to organize as needed
- Assist with outreach activities of the clinic to enhance testing, end enrollment to treatment
- Support clinic HIV prevention activities
- Attend local clinical mentors meetings
- Prepare topics in HIV/AIDS treatment to present and train various staff and local care providers

Other:

- Other additional activities of the clinical mentor will be determined after the placement process of the volunteer has begun. Activities will build on achievements of prior volunteer clinical mentors.

EXPECTED OUTCOMES OF THE VOLUNTEER ASSIGNMENT

Deliverables:

- Organizational assessment of the placement site
- Monthly reports to host site and AIHA's HIV/AIDS Twinning Center tracking experiences, successes, and challenges
- Final report

RESPONSIBILITIES OF PARTICIPATING STAKEHOLDERS

Volunteer:

- Complete the scope of work in the timeframe outlined
- Complete organizational assessment within the first two weeks of assignment

- Complete monthly monitoring and evaluation reports
- Submit a post-assignment final report and participate in an exit interview
- Interact with clients, community members and local staff in a manner that is consistent with social, cultural, and traditional norms and values
- Adhere to the AIHA Volunteer Code of Conduct

Partner organization/host site:

- Provide resources necessary for the volunteer to carry out assignment successfully
- Identify a placement site for the volunteer to ensure sustainability of volunteer activities
- Submit performance assessment reports on the volunteer to the Twinning Center

AIHA Twinning Center:

- Conduct pre-assignment orientation and training for volunteer and placement site staff
- Provide volunteer with monthly allowances, medical evacuation coverage, and travel-related costs to and from placement site
- Provide ongoing support of volunteer as needed