



## Scope of Work



Country: **Tanzania (Mbeya)**  
Host site: **Mbeya Referral Hospital**  
Partner organization: **Walter Reed Program/Department of Defense**  
Assignment title: **Pharmacist**  
Length of assignment: **3-12 months (full time)**

### OVERVIEW OF VOLUNTEER ASSIGNMENT

The Ministry of Health and Social Welfare (MOHSW) in Tanzania has set ambitious goals for national expansion of antiretroviral (ARV) treatment services as outlined in the country's HIV/AIDS Care and Treatment Plan. Antiretroviral therapy (ART) was initially provided at the regional hospitals, and then expanded to district hospitals and now to some local health centers. Currently, there are more than 200 care and treatment centers (CTCs) operating across the country and the MOHSW has set the objective of doubling that number by the end of 2009, resulting in a total of 400 sites that collectively will provide ART and other HIV/AIDS services to more than 400,000 patients.

US government partners funded by PEPFAR directly support the development of the MOHSW's care and treatment services. The US Department of Defense (DoD), one of the US government partners funded by PEPFAR, is currently implementing an HIV/AIDS research program in the Mbeya, Rukwa, and Ruvuma regions of Tanzania under its Walter Reed Program. Mbeya Referral Hospital is a Walter Reed Program project site.

#### **In-country placement site:**

Located in Tanzania's Southern Highlands Region, Mbeya Referral Hospital is one of five zonal hospitals in Tanzania. The Hospital serves a catchment population of more than 6 million people and its function in the Southern Highlands is to provide training, coordinate and oversee the quality of treatment, and establish health service referral systems among four regions (Mbeya, Iringa, Rukwa, and Ruvuma) In late 2004, the Hospital initiated an extensive infectious disease medicine clinic, in-patient services, and a training facility with a referral level laboratory with PEPFAR funding and the support of multiple donor organizations. These services continue to evolve to better meet the needs of the local population.

Currently, Mbeya Referral Hospital is staffed by nine clinical officers, five medical officers, 11 assistant medical officers, and a team of nurses. The hospital infrastructure is in good condition with adequate space for the HIV CTC, which is jointly administered by the Director of the Referral Hospital and the Medical Director of the Walter Reed Program. Each HIV CTC in the district has its own dedicated pharmacy staffed by a pharmaceutical technician and two pharmacy assistants.

ART services are provided at Mbeya Referral Hospital, which has a dedicated pharmacy onsite where ARVs are distributed. The pharmacy is staffed by a pharmaceutical technician and two pharmacy assistants. A volunteer pharmacist is being sought to provide onsite guidance, including supportive mentoring and specific technical assistance for staff at the CTC pharmacy, as well as patients at Mbeya Referral Hospital.

**Volunteer Assignment:**

The volunteer pharmacist will assist the zonal pharmacist in assessing the needs of ARV pharmacies in the region. Needs may vary from site to site. For example, some pharmacy staff require education regarding ARVs and their side effects, while others may need assistance with improving internal data collection and analysis. Overall, both pharmacies and clinics need to establish better linkages in order to share important and useful data.

**Length of Assignment:** 3-12 months, full time  
(8 hours per day; 5 days per week)

**Name and Title of Supervisor:** Dr. Eleuter Samky, Director, Mbeya Referral Hospital, and Dr. Shannon Harrison, Medical Director, Walter Reed Program

**Name and Title of Counterpart:** Mr. William Reuben, Pharmacologist, Mbeya Referral Hospital, Zonal Pharmacist in Charge

**Volunteer Qualifications:**

*Required:*

- RPh or PharmD degree
- Minimum of two years experience working with ARV regimens
- Knowledge of HIV/AIDS prevention, care, and treatment, specifically ART and treatment adherence
- Experience in developing and/or implementing quality pharmaceutical care programs in a clinic or hospital-based pharmacy
- Good written and oral communication skills and fluency in English
- Excellent interpersonal skills and demonstrated ability to develop cooperative working relationships with diverse professionals
- Ability to collaborate and work effectively with various program/project implementation partners and officials of governmental and nongovernmental organizations

*Preferred:*

- Knowledge of the host country's health system and culture
- Ability to work independently with strong leadership skills
- Previous experience working in a low-resource setting
- Working knowledge of Kiswahili

## OBJECTIVE OF THE VOLUNTEER ASSIGNMENT

**Objective:** The objective of the Pharmacist Volunteer is to increase the capacity of pharmacy staff so they are equipped to provide improved, high quality pharmaceutical services to HIV patients receiving ARVs.

## ACTIVITIES OF THE VOLUNTEER ASSIGNMENT

### Volunteer Activities:

Specifically, the Volunteer Pharmacist will assist the zonal pharmacist in:

- Designing patient-oriented ARV adherence monitoring programs and helping monitor activities and outcomes
- Working with the Walter Reed Program Medical Director to provide cognitive pharmacy services to patients admitted to Mbeya Referral Hospital
- Providing training to Tanzanian pharmacy staff and interns on the provision of pharmaceutical care for patients seen at Mbeya Referral Hospital, outpatient clinics, and HIV care and treatment activities at other facilities
- Assisting with the development and utilization of a Drug Information Resource Center for the Mbeya Referral Hospital and all clinics
- Designing a methodology for generating information about which models of treatment delivery are successful in treating the largest number of patients at the lowest cost
- Assisting with improving collaboration among pharmacists in the regions, districts, and CTCs
- Designing and providing training programs for paraprofessionals in the zone
- Reviewing, and as necessary updating, the existing refresher training for pharmacy personnel involved in dispensing ARVs across the zone

## 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
- Assessment of opportunities to monitor adherence on a patient-specific basis
- Assessment of pharmacy staff skills, abilities, and therapeutic knowledge deficit
- Assessment of the pharmacy's current drug information resource center
- Plan for improved patient adherence monitoring and timeline for implementation in conjunction with the clinic and pharmacy staff
- Monitoring and evaluation report on the progress of pharmacy staff in the provision of pharmaceutical care
- 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 safe housing, monthly allowances, medical evacuation coverage, and travel-related costs to and from placement site
- Provide ongoing support of volunteer as needed