Improving Global Health through Leadership Development

International Fellow – Role Outline

Background

South Central SHA is responsible for identifying and developing leaders for the future NHS. It recognises the value of stretching individuals and broadening their experiences beyond the traditional NHS boundaries. The International Fellowship scheme is a prime example where NHS staff have to use sophisticated leadership and teamworking skills to improve health, healthcare and health services of communities who suffer truly shocking clinical outcomes. The initiative is a partnership between the South Central SHA Leadership team and the Innovation and Development team within NESC and engages clinicians of all professional groups and managers sponsored by the NHS Institute Graduate Schemes Programme.

The scheme has two simple but very powerful objectives:

- To support the delivery of sustainable improvement in health and healthcare in developing countries
- To provide an unparalleled personal and leadership development experience for staff from NHS South Central

International Fellows undertake a placement overseas, in either Cambodia or Tanzania, where they have the opportunity to participate in the planning and delivery of health care systems which are less structured and less well-resourced than those within the NHS. Fellows are able to participate in the development of health care systems, linking community and hospital based care, working in partnership with locally based health care workers. It is anticipated that the skills International Fellows gain through deployment training and practical experience will be of significant benefit to them and their employers on their return to the UK.

The following are key responsibilities:

Projects/Service Improvement

- Work closely with the UK Quality Improvement team and MJP/UNDP to identify health projects to improve and develop health services.
- Prepare project proposals and reports for NESC and MJP/UNDP and develop performance targets and measures.
• Work alongside local health care workers in the community and hospital to increase their capacity in line with national guidelines.
• Work with the MJP/UNDP Health Team to give training and support to health care workers in rural areas of the Millennium Village.
• Develop and deliver training to health workers in referral hospital.
• Assist with audit to evaluate interventions and maintain standards.
• Participate in Health Team meetings to develop new interventions, plan activities and prioritise workload.
• Be an active member of the Health Team developing and sharing managerial and organizational skills.
• Apply risk management approaches to service development
• Share skills such as use of computer programmes – word, excel, PowerPoint, PDFs with other members of staff.
• Assist in the completion of monthly reports, monitoring and evaluation returns and specific papers as required.
• Attend meetings with local Health Departments and other NGOs with the MJP/UNDP Health Teams.

Clinical skills (if clinician)

• Work clinically within specialist area in Millennium Village area or referral hospital to share clinical skills and expertise between local and UK staff
• Take on a general health role, beyond traditional role boundary as appropriate
• Adapt skills to work in limited resource settings
• Prioritize and problem solves calmly in clinical situations
• Clinical teaching and practical demonstration to local staff
• Provide health assistance to members of MJP/UNDP staff as appropriate

Leadership

• Have energy, inspiration, motivation, passion
• Able to work flexibly, adapt to different situations and have patience
• Encourage, support, share skills with other Fellows, MJP/UNDP staff and NHS staff in UK
• Develop links and understanding with other departments as related to health i.e. agriculture for nutrition, education for community awareness, infrastructure for new buildings/roads
• Ability to listen, reflect and translate issues into appropriate action
• Team building skills with NESC, MJP/UNDP, health workers in the community or hospital, other NGOs
• Participate in presentations with MJP/UNDP and NESC
• A willingness to work unsociable hours and long days, when required
**Personal Development**

- Complete the Medical Leadership Competency Framework, in liaison with UK education mentor, to identify areas for further development, explore ways of gaining relevant experience and measure progress
- Complete a Learning Log with reflections on incidents and experiences to demonstrate learning
- Continue to be involved with Improving Global Health work at NESC after return i.e. by participating in recruitment process for Fellows, induction and pre departure meetings, assisting with presentations to publicise scheme, updating documents and giving critical feedback about placements
- On return act as mentor to current Fellows about to go overseas and while on placement