



Title:	Hospital Care Mentor
Reports To:	Medical Director
Location:	Ranomafana, Madagascar
Percentage Effort:	Full-time
Key Words:	Global health, clinical mentorship, health system strengthening
Start Date:	Earliest possible with September 2021 as the latest acceptable date
Expected Commitment:	1 year

Organizational Profile

PIVOT (www.pivotworks.org) is a global health care NGO guided by the principle that all people have intrinsic worth and deserve to live healthy and productive lives. As a social justice organization working in a setting of extreme poverty and disease, PIVOT's core objective is to address social inequity by advancing universal access to quality healthcare, while creating a health care system that can serve as a model for the country of Madagascar. Since 2014, PIVOT has partnered with the government of Madagascar to strengthen the health system and create a model health district in Ifanadiana district, adjacent to Ranomafana National Park and 11 hours from the capital. The district has a catchment area of 200,000 people, more than 75 percent of whom live in extreme poverty.

PIVOT collaborates directly with the Madagascar Ministry of Public Health (MoPH) to strengthen a district hospital, 21 health centers, and community health programs. The model is advanced across three major components: 1) horizontal readiness (e.g. infrastructure, supply chain, personnel), 2) integrated clinical programs (e.g. maternal and child health, malnutrition, tuberculosis), and 3) data systems and research. Currently, PIVOT is a 225-person organization with 7 international staff in Madagascar, and a small support team based in the U.S.

Position Overview

- Work in a mentorship role for Malagasy clinicians (PIVOT and MOH doctors, nurses and midwives), supporting continuous education (through informal and formal teaching) and transferring specialist knowledge and skills to effect long-term, sustainable improvements in the quality of care provided
- Work in close collaboration with PIVOT's Deputy Director of Hospital Care, PIVOT's Medical Director and the MOH Medecin Chef (head of the district hospital) to improve and strengthen hospital systems with the aim of creating a model hospital for high quality secondary care.
- Be a member of PIVOT's 'Cellule Clinique' (a group of in-country senior clinicians) and be a key contributor to discussions around management of complex patients and how to optimise their care
- Participate in multi-disciplinary discussions with a range of team members including, but not limited to, PIVOT's social, sensitization, biomedical and pharmacy, and monitoring and evaluation teams, to improve hospital systems and patient care.
- Be the focal point for collaborations with specialists at tertiary health centres to optimise care for referred patients. Collaboration should be fostered through regular visits to tertiary centres in Fianarantsoa (1.5hours journey) and occasional visits to centres in Antananarivo (11 hours journey) as well as through phone and email correspondence.
- Be in contact with international specialists when the complexity of patients surpasses in-country technical expertise and participate in monthly educational sessions with these specialists.

- Have the opportunity to contribute to the design and implementation of clinical programs and research projects whilst primarily engaging in direct clinical care, clinical education and quality improvement of hospital systems.
- Play a key role in PIVOT's district-wide strategy for advancing secondary care for the people of Ifanadiana District, working in partnership with relevant district- and national-level Ministry of Public Health (MOPH) staff.

Key Relationships

- Reports directly to the Medical Director.
- **Mentors, advises and accompanies clinical staff** and managers as determined by the Deputy Director of Hospital Care in consultation with the Medical Director, Chief Medical Officer, and Country Director based on clinical priorities
- Collaborates with national and international specialists to optimize and coordinate the management of complex patients.
- Partners with the Ministry of Public Health and other key technical partners, as appropriate.

Qualifications

- **M.D. required**, as well as completion of residency training or equivalent (at least 3 years of postgraduate training after obtaining a medical degree) in a hospital-based specialty that gives a strong foundation in adult internal or pediatric medicine.
- Experience with medical education and clinical program design, and deep commitment to mentorship.
- Professional French language proficiency required including reading, writing and conversing – proficiency in English considered a plus.
- Malagasy language ability considered an extraordinary asset, as is any substantial experience in Madagascar or working with the Malagasy public health system.
- Demonstrated commitment to global health, social justice and working in solidarity with the rural poor. It is critically important to believe strongly in the work PIVOT does, to advocate on behalf of the patients, and truly enjoy working to fulfill the mission of the organization in accordance with our values.

Requirements

- Commitment to living and working in rural Madagascar.
- Ability to embrace Malagasy culture and customs with the goal of mentoring other Malagasy and expatriate staff on high-quality clinical care for children.
- Embrace fully the "mentor" and capacity building approach.
- Strong written and oral communication skills.
- Flexibility, patience, and ability to adapt to a rapidly changing environment.
- Ability to recognize their own limitations and seek help when it is needed.

To Apply

Please submit your CV and letter of interest to jobs@pivotworks.org no later than **July 15th 2021**. Applications will be considered and interviews scheduled on a rolling basis. Please refer to the job title in the title of your email.

For more information on PIVOT, please visit our website at www.pivotworks.org.