



**Federal Democratic Republic of Ethiopia
Ministry of Health**

Call for Highly Specialized Medical Faculty

Ethiopia aims to build a high-quality and sustainable health system, but faces a severe deficit of physician specialists and other health care workers necessary to deliver quality health services at specialized and general level health care facilities. In order to increase the pipeline of Ethiopian medical specialists, the government seeks to increase residency training program capacity and strengthen fellowship programs by increasing the number of available visiting faculty who will train a generation of Ethiopian educators to sustain residency training programs at scale after visiting faculty depart.

As of November 2017, the Federal Ministry of Health, in collaboration with teaching hospitals across the country, is recruiting visiting medical specialist and sub-specialist faculty to train residents and medical students in various specialties. The Federal Ministry of Health seeks to recruit visiting faculty across the following disciplines:

1. **General Surgery** (Preferably with sub specialty in cardiothoracic surgery, colo-rectal surgery, vascular surgery . . .)
2. **Pediatrics Surgery** (fetal surgery, pediatric trauma surgery, colo-rectal surgery, vascular anomalies . . .)
3. **Plastic Surgery** (Preferably with sub specialty in plastic surgery within the head and neck, surgery of the hand . . .)
4. **Urological Surgery** (Preferably with sub specialty in Female Pelvic Medicine and Reconstructive Surgery, pediatric urology . . .)
5. **Neurological Surgery** (Preferably with sub specialty in neuro-oncology, neurovascular surgery, cranial surgery, spine surgery. . .)
6. **OB/GYN** (Preferably with sub specialty in Feto- maternal health, Reproductive endocrinology, Gynecologic Oncology,)
7. **Internal Medicine** (Preferably with sub specialty in Cardiology, Gastroenterology, Hematology, Nephrology, pulmonology, Rheumatology, infectious disease. . .)
8. **Pediatrics** (Preferably with sub specialty in Neonatology, Pediatric cardiology, pediatric pulmonology, Pediatric gastroenterology, pediatric hematology, Pediatric nephrology, pediatric endocrinology . . .)
9. **Orthopedics** (Preferably with sub specialty in Traumatology, musculoskeletal surgery adult joint reconstruction and hip reservation, hand and upper extremities, foot and unkle, pediatric orthopedics)
10. **Ophthalmology** (Preferably with sub specialty in Corneal surgery, retinal surgery, Glaucoma, pediatric ophthalmology, neuro - Ophthalmology . . .)
11. **Emergency Medicine** (Preferably with sub specialty in pediatric emergency medicine, pain medicine, medical toxicology, Anesthesiology Critical Care Medicine,)
12. **Family Medicine** (Preferably with sub specialty in adolescent medicine, geriatric medicine, palliative medicine . . .)

13. **Forensic Medicine** (Preferably with sub specialty in toxicology, odontology, forensic pathology. . .)
14. **Pathology** (Preferably with sub specialty in cytopathology, Hematopathology, Neuropathology, dermatopathology, forensic pathology . . .)
15. **Psychiatry** (Preferably with sub specialty in child/adolescent psychiatry, addiction psychiatry . . .)
16. **Anesthesiology** (Preferably with sub specialty in critical care anesthesiology, pediatric anesthesiology, cardiothoracic anesthesiology, neurosurgical anesthesiology . . .)
17. **Oncology** (Preferably with sub specialty in surgical oncology, radiation oncology, interventional oncology, gynecologic oncology, pediatric oncology, hemato – oncology. . .)
18. **ENT** (Preferably with sub specialty in head and neck surgery, thyroid and parathyroid surgery, otology. . .)
19. **Neurology** (Preferably with sub specialty in neuromuscular, neurovascular, movement disorder, neuroimmunology, neurooncology, neuroinfectious disease . . .)
20. **Radiology** (Preferably with sub specialty in neuroradiology, nuclear radiology, vascular and interventional radiology, pediatric radiology . . .)
21. **Dermatology** (Preferably with sub specialty in Dermatopathology, pediatric dermatology, cosmetic dermatology)
22. **Nuclear medicine** (Preferably with sub specialty in bone scan, brain scan, cysternogram, GI scan . . .)

I. SCOPE OF WORK

Specialist physician visiting faculty will work with Ethiopian counterparts to deliver a context-oriented curriculum, enhance the quality of the residency and fellowship programs, improve the quality of patient care through role modeling, support the sustainability of the training programs, and develop evidence-based clinical care guidelines and a culture of continuous quality improvement.

The main tasks of the visiting faculty will be to teach and mentor residents and fellows through hands-on practice, as well as to provide training to medical interns (if present) and in-service training to mid-level health workers (i.e. nurses, physician assistants, etc.). More specifically, the scope of work for the visiting faculty includes the following:

Educational/Clinical Responsibilities (80%)

- Organize and actively participate in seminar-based and clinical teaching at the assigned teaching hospital.
- Enhance the structure and design of clinical training.
- Prepare and deliver daily or periodic lectures to medical students and residents in line with the undergraduate or postgraduate curriculum concerned.
- Train, mentor and supervise residents and fellows in the clinical and non-clinical care of patients.
- Engage in co-mentorship with Ethiopian faculty to develop clinical and teaching skills, including enhancing selected specialty skills and competencies of Ethiopian faculty.
- Evaluate and manage patients in his specialty
- Provide periodic on-call support to trainees.
- Participate in continuing medical education, including journal clubs.

- Assist in development of curriculum and associated pedagogical approaches with regard to the specific specialty of the faculty concerned.
- Organize and conduct seminars in evidence-based medicine, clinical epidemiology and other focused curricular modules, as they relate to the specialty concerned.
- Develop educational tools to enhance learning and teaching.
- Participate in formal, periodic evaluation and examination of trainees.
- Assist in development and/or enhancement of clinical guidelines and therapeutic/diagnostic approaches in line with the specialty concerned.
- Share and archive educational and knowledge products developed for work in Ethiopia with universities.

In-service Training/Professional Development (2%)

- Provide professional development training to medical interns and mid-level health workers (i.e. nurses, physician assistants, etc.) if present. This can involve outreach to surrounding clinics and spear headed by residents.

Research Responsibilities (5%)

- Work in partnership with peers and trainees to identify and develop opportunities for collaborative research.
- Provide training and mentorship to Ethiopian faculty, where applicable, in research methodology.

Administrative Responsibilities (13%)

- Support the development and implementation of administrative tools and structures required for residency operations, including the creation of trainee, faculty, and program evaluation tools.
- Recommend revision to curricula and modules, where applicable.
- Support other administrative functions, including monitoring and evaluation, as necessary/requested.
- Attend meetings at host institution/sites and meetings for the Federal Ministry of Health or teaching university as necessary.
- Submit regular reports as outlined in Section IV. Reporting.

II. DURATION AND LOCATION OF ASSIGNMENT

Physician specialist visiting faculty will be contracted full-time for one year, with possibility of extension, subject to satisfactory performance and the availability of funding. The contract period can start any time of the year. For the duration of the contract, the specialist visiting faculty member will be assigned to a hospital based on the clinical rotations.

III. REPORTING

Specialist visiting faculty will report to the respective department head (in fields where there is no department head to Chief Medical Officer/Medical Director) of the assigned hospital for clinical responsibilities and performance oversight, to the Program Director and department head or dean for specialty professional training evaluation.

The specialist visiting faculties are responsible for submitting quarterly activity reports to dean of the Medical School on deliverables and other process indicators as defined per the medical school's monitoring and evaluation (M&E) system.

IV. DELIVERABLES

The specialist visiting faculty member will collaborate with designated counterparts to prepare and submit a prospective syllabus, work plan and schedule of training at the beginning of the academic year, and activity reports on a quarterly basis.

The specialist visiting faculty member will be required to conduct at least two extra-curricular seminars per semester for faculty professional development.

V. QUALIFICATIONS

- Board certified physician or Fellow of her/his respective college in the area of above specified disciplines with excellent clinical skills.
- (Internal Medicine and Pediatrics) Minimum of 2 years of experience post-residency training/one year post fellowship (or equivalent) preferred.
- (Obstetrics & Gynecology, Surgery and other) Minimum of 5 years of experience post-residency training/3 years post Fellowship (or equivalent) preferred.
- A talent for teaching and interest in medical education, preferably with current or recent academic and teaching hospital experience.
- Strong interpersonal skills, including the ability to communicate effectively and diplomatically, and to work flexibly and independently with multiple reporting relationships.
- Emotional intelligence and personal maturity, enthusiasm for working in a developing country, cultural flexibility and competence, and a passion for improving healthcare delivery.
- Strategic and innovative thinking skills, and the ability to foster interdisciplinary collaboration.
- Experience in evidence-based medicine, quality improvement, data-driven decision making and program evaluation.
- Professional experience in cross-cultural and low-income settings is strongly preferred.
- Younger than 75 years old (Retired specialists and/or sub-specialists are highly preferred)
- English proficiency required.

VI. BENEFITS

- Modest salary commensurate of service in accordance to Federal Ministry of Health
- Round trip air-ticket per year
- One-month paid leave
- Housing

VII. RECRUITMENT PROCESS

Please send application materials (specified below) to kasechab@gmail.com and redwanekram@gmail.com

- Letter of intent/cover letter
- Credentials/certificates of training completion
- Signed CV (please include contract details: phone, email, skype address)
- Short-listed applicants will be invited to an interview (in-person where possible or electronically via skype). The following areas will be discussed in interviews:
 - Expertise in the field he/she applied for
 - Communication and computer skills
 - Negotiation on salary
- Possible date of deployment as early as January 2018
- Entry visa, work permit and professional license will be processed by MOH of Ethiopia
- Contract signing is made in Ethiopia or prior to deployment to respective medical school