

Hospital Management Volunteer, King's Sierra Leone Partnership

Terms of Reference

Start Date: 13/03/17 (or as soon as possible thereafter)

Placement Duration: 6-12 months

Location: Freetown, Sierra Leone

Reporting to: Country Director

The Function

The King's Sierra Leone partnership (KSLP) is a long-term capacity building partnership between King's Health Partners in London and key partner institutions in Freetown, Sierra Leone. KSLP aims to help strengthen Sierra Leone's health system by improving training, clinical services, policy and research. Key partners include the College of Medicine & Allied Health Sciences (COMAHS), Connaught Government Hospital, and the Ministry of Health & Sanitation (MOHS).

Sierra Leone ranks 181st out of 188 on the UN Human Development Index (2015) and has a correspondingly high level of unmet need for healthcare. There is a clear need for hospital and health service management expertise, where this function is in the early stages of professionalization. For this reason the King's Sierra Leone Partnership is expanding its well established team of clinicians to include managers with significant operational management and service improvement experience in hospitals. This is an exciting opportunity for energetic, focussed and collaborative managers to make lasting contribution to improving health and care in Sierra Leone. Volunteering in low and middle income countries is a much "less trodden path" for managers than clinicians and so this is also a brilliant opportunity for pioneers to help shape the role of managers within the partnership.

The Role

KSLP is looking to recruit a Hospital Management Volunteer for its in-country team from 13/03/17 or as soon as possible thereafter. This person will be based in Freetown and will work alongside clinicians from all disciplines from King's and Connaught Hospital to improve the management of the hospital and deliver specific service improvements. Specific areas of focus will be tailored to the volunteer's expertise as well as the length of the placement, but will include at least some of the following:

- Embedding quality improvement within the hospital by supporting the work of the recently established quality improvement committee and the delivery of specific QI projects in various clinical areas by Connaught staff
- Embedding the recently improved systems for health records management
- Improving flow through the hospital including improving systems for bed management
- Working with Connaught Hospital leadership to develop an effective approach to prioritising areas for capital investment in buildings and new equipment
- Coaching and mentoring non-clinical and clinical colleagues at Connaught Hospital in management and leadership skills
- Introducing patient and public involvement as an important component of service improvement
- Working with Connaught Hospital leadership to improve systems and policies for HR management
- Supporting the development of the hospital's future strategy, including improving the quality of management information and data available to support high-quality decision making

Person Specification

- **Qualifications:** University degree in health management and leadership and/or clinical profession; a Masters degree is desirable but not essential. Applicants with clinical and non-clinical backgrounds are equally welcomed
- **Experience:**
 - Essential: At least 5 years' health service management experience that must include operational service management in hospitals
 - Desirable: Experience in more strategic roles such as collaborative service improvement, public health, commissioning, planning, organisational development and mentoring & coaching
- **Personal Characteristics:** Delivery-focussed, practical, resilient, tenacious, patient, emotionally intelligent, collaborative, quick to make sense of complex issues, culturally sensitive, and possessing excellent listening skills

Support Provided to Volunteers

The post holder will be provided with: return flights to and from initial post, plus one paid leave flight to and from Freetown for every six months in post; £500 monthly stipend for living expenses, paid in local currency; multi-entry visa, residency permit & professional registration; vaccinations & antimalarials; insurance; accommodation in a shared KSLP house

To Apply: Submit a cover letter (maximum 2 pages) and CV (maximum 4 pages) to volunteer@kslp.org.uk. Please include the role title in the subject line of the email. Applications will be reviewed on an ongoing basis.