



## **I-TECH South Africa Job Description**

**Position Title** : Clinical Trainer (1 post)  
**Position Reference** : **CT003**  
**Unit** : Key Populations  
**Supervisor** : Program Manager  
**Location** : Pretoria  
**Position Duration** : Fixed Term Contract (01 March – 30 September 2020)

### **Organizational Background:**

The International Training and Education Center for Health (I-TECH) is a United States of America federally-funded program which supports the development of HIV/AIDS care and treatment training initiatives in 25 developing countries acutely impacted by the global AIDS epidemic. I-TECH is an initiative of the University of Washington Schools of Medicine and Public Health & Community Medicine. Its Central Office is headquartered in Seattle, Washington and it currently supports over ten international offices, including one in Pretoria, South Africa.

### **I-TECH South Africa Goal:**

I-TECH South Africa's goal is to support the South African government in strengthening national health systems to ensure delivery of high quality, sustainable health care services.

### **Commitment to Diversity:**

I-TECH recognises that disparities in health around the globe stem from inequity. I-TECH South Africa encourages and supports the multiple identities of staff, faculty and students including, but not limited to, socioeconomic status, race, ethnicity, language, nationality, sex, sexual orientation, gender identity and expression, culture, spiritual practice,

geography, mental and physical disability and age. I-TECH strives to become a local, national, and international leader in developing and maintaining increased representation and recognition of each of these dimensions of diversity among its faculty, staff, and students.

### **Brief Summary of Position:**

Under the direct supervision of the Program Manager(s):

- Conduct training for HIV and AIDS, STIs and TB (HAST).
- Conduct Adult Primary Care (APC) Master Training and APC Updates in priority districts
- Conduct priority trainings, including IMCI
- Facilitate short-course training related to TB/HIV and non-communicable diseases, as needed
- Provide mentoring support in collaboration with the Department of Health and the District Support Teams.
- Conduct facility assessments for HAST activities in priority districts and sub-districts.
- Participate in the development and revision of HAST clinical training materials as necessary.
- Support implementation of operational research studies.
- Demonstrate clinical knowledge and practice
- Demonstrate knowledge of current health policy priorities (NIMART, WBOT, and Adherence Guidelines).

### **Delivery of Training (60%)**

- Implement a series of Training of Trainer (TOT) activities for government and NGO health professionals and non-professionals to establish a cadre of knowledgeable and skilled HAST faculty.
- The TOT series will include (but is not limited to) teaching methodologies and adult learning theories, appropriate for the topic area and target audience; monitoring and evaluation of trainings.
- Train full time and part time faculty at pre and post service institutions in participatory learning methods and other faculty development topics, per I-TECH's pre, in-service and post-service training initiative and institution needs.
- Identify and align training activities to work-plan and NDoH priorities
- Conduct training using various innovative platforms and methodologies.
- Identify clinician knowledge and skill gaps
- Implementation of learning and development activities
- Develop clinical training materials

### **Provision of Technical Assistance and Mentoring (30%)**

- Working closely with the Department of Health's Regional Training Centres (RTC) at National and Provincial levels to introduce effective and appropriate tools and materials on training methods, training program management, needs assessment, instructional design, and/or training evaluation.
- Conduct site visits to training institutions, observe training and provide onsite mentorship.
- Conduct training needs assessment activities with training partners and summarize findings in reports.
- Produce detailed trainings activity reports.

### **Other (10%)**

- Develop ideas for additional curricula materials and media based on needs assessment, strategic planning and input from the Department of Health or partners.
- Assist technical staff in the development, review and validation of curricula and related materials.
- Ability to supervise other people

### **Required Education, Training & Experience:**

- Nursing degree, or related clinical field.
- Three years working experience in HIV and AIDS, STI and TB (HAST), Key Populations, Integrated Management of Childhood Illness (IMCI), Non-Communicable Diseases (NCDs), or Care and Treatment, Primary Health Care (PHC) clinical.
- Experience in the provision of HAST clinical training, mentoring and instructional design in the developing country context.
- Strong analytical skills, ability to synthesize complex clinical content, present it in a clear, logical and appropriate format for a range of target audiences.
- Ability to exercise good judgment and decision-making.

### **Personal attributes for the position:**

- Commitment to building personal and organizational capacity.
- Ability to work well with others and to develop and maintain compatibility among project staff, subcontracts, recipients of assistance and other stakeholders.
- Strong initiative, ability to develop and carry out work plans, and demonstrate skills for solving problems independently.
- Well-developed written and oral communication skills and fluency in English language.
- Experience working in team settings, preferably in an international capacity.
- Experience in working in community health settings
- Knowledge of quality improvement methodologies
- Willingness to travel to clinics and hospitals throughout South Africa.

- Strong organizational, electronic file management and computer skills including MS Office, Power Point, Excel and Access.
- Ability to write analytical and professional reports.
- Experience training and mentoring nurses and other health care workers in HAST.
- Fluency in one or more African languages

**Conditions of Employment:** This position is based in Pretoria, South Africa. Candidate must be available and willing to travel within South Africa up to 80% of the time. Complex deliverables on short timelines may require work in excess of 40 hours a week.

**Application process:** Applicants are required to quote the relevant **Position Title and reference** mentioned above when submitting their applications via email to [recruitment@itech-southafrica.org](mailto:recruitment@itech-southafrica.org) Shortlist shall start on the **13<sup>th</sup> of February 2020** and the advert shall run until the vacancy is filled. Only shortlisted candidates will be contacted. Preference will be given to South African applicants.