

Seed Global Health (Seed) envisions a world in which every country, strengthened by a robust health workforce, is able to meet the health needs of its population. Seed's mission is to educate a rising generation of health professionals to strengthen access to quality care with a goal of saving lives, strengthening health systems and improving health.

Seed Family Medicine Physician Educators are placed as visiting faculty at academic institutions in Malawi, Zambia, and Uganda to teach and work alongside local faculty for one year. They may be placed in family medicine training programs or within other departments (pediatrics, emergency medicine, etc) in order to help achieve the institutional goals of our academic partners. In partnership, they strengthen the quality and breadth of medical education and enhance the quality of clinical practice by strengthening skills through clinical mentorship, training and professional development opportunities. As more educators build confidence and competence, they will create a "multiplier effect" that exponentially increases the supply of skilled health professionals who are locally-trained and locally-rooted. These health professionals not only provide quality care but teach their successors and other health workers as well as serve as agents of change for the health system within their country.

To assure cultural integration, Seed Physician Educators are paired with host country faculty. Together with their colleagues, they develop or refine locally tailored best practice approaches to medical education and encourage a continuous culture of excellence, responsibility, and accountability in the delivery of health care.

In partnership with host country faculty, key roles and responsibilities may include (but are not limited to):

- Providing formal and informal clinical instruction and mentorship to medical and nursing students, residents, house staff and faculty colleagues emphasizing best practice standards (through Daily Ward Rounds/Handoffs, Grand Rounds, Morbidity and Mortality conferences, and similar means;
- Modeling sound clinical diagnostic and therapeutic bedside practice;
- Modeling professional and ethical behavior in all aspects of health care delivery and education;
- Assisting with creating/adapting/implementing improved clinical guidelines and/or treatment protocols when applicable, and organizing continuing education programs with host country faculty;
- Enhancing existing clinical training systems and structures by developing and implementing innovative teaching tools through collaboration with faculty colleagues;
- Providing classroom-based instruction to undergraduate and post-graduate trainees, incorporating curriculum development and student assessment;
- Serving as faculty in a skills and simulation lab and providing instruction for other faculty members who wish to learn how to design and deliver instructional materials in the simulation environment;
- Participating in the development, refinement or sequencing of curricula that integrates educational best practices in the context of country and partner institution specific regulations, mission and need;
- If applicable, providing mentorship/advising to learners and colleagues on dissertations, academic writing, and research;

- Facilitating academic-clinical partnerships to develop practice improvement projects that strengthen care at the point of service and provide learning opportunities for students and clinical staff;
- Supporting professional development opportunities, including in areas of research and advocacy, requested by partner-country faculty and clinicians;
- If appropriate, working with national (including ministries of health and education) medical associations/organizations to assist in the planning, implementation and/or evaluation of policies that support the enhancement of the profession of medicine, and;
- Participating in partnership meetings during Seed site visits as requested to support the planning, implementation and/or monitoring, evaluation and learning of Seed's partnership with the host institution(s).

Eligibility Requirements

To be eligible to serve with Seed Global Health as an Family Medicine Physician Educator, you must at minimum:

- Be a board eligible or board-certified family medicine physician at the time of deployment
- Have experience working with underserved populations either domestically or internationally
- Have an active medical license in the United States at the time of deployment
- Be able to meet licensing criteria and obtain appropriate clinical licenses in the host country
- Be legally authorized to work in the United States

Preference is given to applicants who demonstrate:

- Familiarity with teaching and/or administration of post-graduate family medicine training programs
- Experience initiating/supporting new health care training programs
- Experience providing informal and/or formal mentorship to trainees and junior faculty
- An ability to design curricula for and/or provide instruction in the simulation environment
- Experience with successful grant applications, research and academic writing

Working Conditions and Physical Demands

The work environment will vary based on country and site placement, and clinical and/or classroom scope of work. However, by nature of Seed's work, Educators will be exposed to resource and infrastructure-limited environments. Educators may be required to:

- Walk long distances on unpaved roads or uneven terrain
- Work in confined and/or overcrowded spaces
- Work in extreme heat/humidity, dusty or muddy conditions
- Work in dim to no-light settings
- Stand for extended periods of time
- Move, lift, or transfer patients

Educators may be exposed to:

- Infectious disease, bloodborne and airborne pathogens