



## Clinical Education Advisor Zambia

### About Seed Global Health

Seed Global Health (Seed) envisions a world in which every country is strengthened by a robust health workforce to best 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 and improving health. Seed is unique in its approach by focusing on the education and training of doctors, nurses and midwives. By training health care professionals and health educators, Seed seeks to empower current and future generations of health providers so that good health is not the privilege of a few, but the right of all.

Seed focuses on strengthening the education, practice, and policy of the local professional health workforce in Africa. Seed's core strategy and primary entry point centers on placing skilled and qualified educators at partner institutions for a minimum of one academic year. Seed also supports educators and partner institutions through a diverse and complementary package of services aimed at advancing health professional education in the classroom and clinical setting. By investing in long-term partnerships for improved health professional education, we help to create a stronger, more sustainable health workforce that is both locally led and better able to meet local health needs.

For more information, please visit [www.seedglobalhealth.org](http://www.seedglobalhealth.org)

### Position Summary

The Clinical Education Advisor oversees the clinical implementation of Seed partnerships, aligning them with the country strategy, with a focus on leading clinical practice and education delivery in target sites. This includes responsibility for integrating Seed Global Health educators into partner institutions to achieve partnership objectives, measuring and reporting impact in a timely and transparent manner, and serving as the primary liaison with institutional leadership to identify and foster innovative opportunities that drive growth and excellence.

### Duties and Responsibilities

In collaboration with relevant team members, responsibilities include the following:

#### 1. Educator Integration and Supervision

- Lead Educator recruitment and placement.
- Coordinate the development of educator scopes of work and workplans by liaising with partner sites as assigned.
- Oversee and provide leadership for Seed educator onboarding and offboarding practices.
- Prepare Seed educators and their in-country collaborators for a meaningful collaboration through cross cultural, technical, and contextual orientation in the form of workshops, immersion activities and regular communication.
- Support provision of technical assistance to Seed educators to optimize their general capacity to perform their professional functions as clinician-educators.

- Liaise with other team members such as Finance and Administrative Manager, MEL Manager and Program Manager to ensure critical information is passed along and to stay informed of relevant in-country travel, safety, security and logistics for educators.
- Provide educators with day-to-day supervision to ensure work aligns with country strategy, partnership work plans, program quality standards, and clinical guidelines.

## **2. Clinical Technical Support Education and Practice**

- Provide technical and clinical support, supervision, oversight and guidance on clinical practices across Zambia Country team and partnerships to ensure high-quality healthcare delivery and best practices.
- Lead the adoption of high-quality high-impact intervention to improve quality of clinical practice across Zambia Country team and partnerships to ensure high-quality healthcare delivery and best practices.
- Conduct regular site visits to partnership facilities and training institutions to support, encourage, and ensure communication and alignment.
- Collaborate with Program, MEL and Policy team members to align clinical and educational activities and strategies among midwives, and physicians
- Partner with Zambia country team and partners to cultivate, integrate, and align clinical practice objectives with Seed's goals, including best practices and lessons. Learned.
- Provide a clinical/technical lens to MEL strategy and plans.
- Provide thought leadership on interdisciplinary collaboration between medicine, nursing, midwifery and other disciplines in the health sector
- Support Seed Educators provide Education and Practice training for Seed partnerships in Zambia
- Collaborate with the Director of Clinical Practice and Education on integration of new learning

## **3. Quality Assurance (QA)/Quality Improvement (QI) Leadership**

- Lead QA/QI activities for all Seed Zambia partnerships
- Collaborate with the Director of Clinical Practice and Education and global clinical team in introducing high-quality high-impact interventions in Seed Zambia partnerships
- Collaborate with the MEL Manager in the process of partnership reporting and documentation of results for continuous quality improvement and learning at the country office while liaising with the Global Program and MEL teams.
- Contribute to the documentation and compilation of knowledge management products like success stories, blogs, abstracts etc and review them to ensure contextual alignment.
- Contribute to timely preparation of the annual program and donor reports
- Collaborate with Seed colleagues to disseminate program highlights and learning both internally and externally

## **4. Technical Collaborations**

- Collaborating with the Country Director, work closely with Director of Clinical Practice and Education to support cross learning between Seed Countries
- Participate, when required, in regional and global conferences on Education and Practice
- Support the development and deployment of cross-learning conferences between faculty
- Collaborating with the Country Director, work closely with the Director Clinical Practice and Education to set-up interfaculty positions for Seed Zambia's localized educator pilot program
- Support the rollout of Seeds Virtual Clinical Meetings on clinical practice for all Seed Zambia partnerships

## **5. Policy Support**

- Collaborate with the Country Director and Policy Advisor in identifying and addressing key bottlenecks deterring progress for the Zambia Country office partnerships

- Contribute to documentation of key policy briefs and technical issues requiring government intervention
- Collaborate with the Country Director and Policy Advisor in building strong relationships with key regulatory bodies for healthcare worker education and practice related to Seed Zambia partnerships.
- Collaborate with the Country Director and the Director of Clinical Practice and Education in identifying new opportunities for Seed Global Health in Zambia in the areas of Education, Practice and Policy
- Participate in Technical working groups at national level (MNCH, FM, HRH, QA&QI, MPDSR and other key TWGs)

## Qualifications

- A qualified and registered Medical Doctor with a Master of Medicine in Obstetrics and Gynecology OR a Ph.D/ Master of Midwifery.
- Experience working for non-government organizations
- A minimum of 7 years' clinical work experience
- Experience in supporting clinical education and mentorship programs aimed at improving healthcare worker competence
- A strong understanding of the health system and health professions pathways in clinical education and policy.
- A strong network within the health professions and health education community.
- Commit to 50-60% clinical time, including Seed Global Health educator site visits, to inform program decisions.
- Demonstrated cross-cultural sensitivity and ability to build respectful relationships with colleagues from different cultural, linguistic, and educational backgrounds.
- Ability to work collaboratively in a fast paced and rapidly growing organization
- Excellent analytical, writing, synthesis, and communication skills.
- Ability to work independently and proactively solicit required guidance to attain agreed deliverables.
- Comfortable with high profile liaison.
- Zambian Citizens with experience in implementing similar projects in Zambia preferred

## Working Conditions

Based in Lusaka, Zambia.

Up to 40% of travel time may be requested, domestically and internationally.

This position requires the ability to sit or stand for a prolonged period.

The position may require light lifting (up to 15 pounds) bending or reaching.

This position is required to perform routine office functions.

## Compensation

Competitive salary commensurate with experience. Competitive health and disability benefits.

*Seed is an equal opportunity employer that prohibits discrimination and harassment of any type, including without limitation on the basis of race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristics protected by federal, state, and local law.*