



Medical Advisor- Malawi

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

Position Summary

The Medical Manager oversees the clinical implementation of Seed partnerships, aligning them with the country's 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 contributing to identification and nurturing of innovative opportunities that drive growth and excellence.

Qualifications and requirements:

- Master of Medicine (Obstetrics & Gynaecology, Paediatrics & Child Health and Family Medicine disciplines) or its Equivalent with up-to-date registration with the Medical Council of Malawi
- At least 5 years' clinical work experience, preferably at a central hospital
- Experience with quality improvement and research
- Experience in supporting classroom and clinical education including delivery of mentorship programs both at pre- and in services level
- A strong understanding of the health system and health professions pathways in medical education and policy

- Willingness to work clinically 20% of the time
- 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 and synthesis skills
- Ability to work independently and proactively solicit required guidance to attain agreed deliverables
- Experience in working with government Ministries especially Ministry of Health

Roles and Responsibilities

Reporting to the Deputy Country Director, the Medical Advisor's role shall include:

Technical Support for Clinical Practice and Collaboration

- Assist in identifying areas Seed Global Health Malawi is likely to have the most meaningful impact on country priorities for medical education and practice.
- Support Partners implementation of different models of health care
- Provide technical support to clinical education and practice strategy and learning for continuous improvements
- Work closely with Seed Educators, training site staff and faculty to support and facilitate execution of medical education activities through regular site visits
- Contribute to learning, sharing and packaging of effective practices that lead to improvement in education and training.
- Guide the establishment of a new Center of Excellence (CoE) at Chatinkha Maternity Unit including defining the scope of the cadres in the CoE.
- Develop and implement training programs, clinical guidelines, protocols, and medical practice standards aligned with the regulatory bodies and global best practices.
- Promote a culture of high performance, professionalism, ethical behaviour, integrity and transparency in accordance with the relevant Code of Practice
- Support implementation of strategic initiatives under Seed Practice pathway as required.
- Support the delivery of clinical case presentations, medical literature review, mortality and morbidity review meetings, clinical topic sessions and other medical education programs.
- Enforce excellence in clinical teaching, mentorship and capacity building for clinicians, students, interns and other cadres
- Provide thought leadership on interdisciplinary collaboration between medicine, nursing, midwifery and other disciplines in the health sector

Quality Improvement and Assurance roles

- Coordinate the planning, implementation and review of the Seed Global Health Malawi Practice pathway ensuring continuous improvement.
- Support all partnership teams with QI program conceptualization, implementation and review including ongoing program support, collection and sharing of data to learn and drive improvement.
- Lead the timely and consistent collection, presentation of data and results for continuous quality improvement and learning at clinical and training sites.
- Participate in cross country sharing and learning with Seed colleagues in other countries where Seed is working to learn and share best practices for program quality improvement

Partnership Management

- Support the development of strategic partners for practice pathway
- Contribute to development of strategic and feasible partnership objectives and workplans
- Provide technical and clinical support to medicine, nursing and midwifery partnerships
- Ensure the translation of learning into continuous programmatic improvements
- Support Programs and MEL Managers with the process of partnership reporting and documentation of results for continuous quality improvement and learning at Country office
- Contribute to documentation and compilation of knowledge management products like success stories, blogs, abstracts etc.
- Contribute to timely preparation of annual program and donor reports
- Collaborate with Seed colleagues to disseminate program highlights and learning both internally and externally

Policy support

- Assist in identifying issues affecting medical, nursing and midwifery education, training and practice requiring policy advocacy.
- 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 Malawi partnerships.

Educator support

- Provide Technical Assistance to Optimize Educator Capacity

- Offer targeted coaching and mentorship to educators in teaching methodologies, clinical supervision, and curriculum delivery.
- Identify and address gaps in educators' technical or pedagogical skills through training, peer learning, or access to external resources.
- Facilitate peer-to-peer educator forums to share best practices, challenges, and innovations.
- Define Scope of Work for Medical Educators
- Collaborate with partner site leadership to draft or update educator-specific scopes of work (SOW) that align with both Seed's objectives and site needs.
- Clarify roles, responsibilities, reporting lines, and deliverables for each educator before deployment.
- Review and update SOWs annually or when partnership priorities shift.
- Prepare Educators and in-Country Collaborators for Effective Collaboration
- Design and deliver cross-cultural, technical, and contextual orientation sessions prior to deployment and within the first month on site.
- Facilitate immersion activities such as partner site tours, shadowing local faculty, and structured community engagement.
- Maintain ongoing communication channels (e.g., monthly check-ins, virtual learning) to reinforce orientation content and address emerging challenges.
- Coordinate with Internal Seed Teams for Educator Support
- Liaise regularly with the FAM and PO to exchange critical information on educator needs, partnership updates, and program priorities.
- Stay informed on relevant in-country travel plans, site visits, and safety/security guidance, and communicate these to educators in a timely manner.
- Ensure cross-functional alignment between program, operations, and MEL teams for educator support.

Working Conditions

- Based in Malawi.
- Up to 30% of travel time may be requested.
- 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.