

VACANCY

Job title:	Clinical Mentor – WRHI - Gophelega
Type:	Permanent <input checked="" type="checkbox"/> Fixed Term <input type="checkbox"/> Temporary <input type="checkbox"/>
Main purpose of the job:	To contribute to the quality of clinical care, and achievement of project targets, through mentoring of clinicians, and implementation of care and treatment strategies within the specified geographical area.
Location:	Tshwane
Closing date:	23 November 2021
<p>In accordance with our Employment Equity goals and plan, preference will be given to suitable applicants from designated groups as defined in the Employment Equity Act 55 of 1998 and subsequent amendments thereto.</p> <p>Our Organisation maintains a Mandatory COVID-19 requirement and as such only COVID-19 Vaccinated incumbents will be considered for positions.</p>	

Key performance areas

- Support the implementation of HIV/TB care and treatment services within the supported sub-districts, including but not limited to the implementation of HIV testing, ART initiation, retention strategies, differentiated models of care.
- Identify gaps in clinical guideline implementation at the facility level and develop plans to address these.
- Support the implementation of clinical guidelines at the facility level through on-site mentoring support and contribute to achievement of priority programmes targets.
- Provide direct service delivery to support the achievement of adolescent and paediatric clinical targets.
- Support team members with the management of complex clinical cases.
- Track and monitor all programme components, including operational research projects as applicable, using agreed indicators.
- Ensure compliance with clinical guidelines and policies at all supported facilities, in collaboration with other RHI teams.
- Support the identification and implementation of Quality Improvement projects.
- Participate in monthly progress meetings with the sub-district teams to monitor progress of the strategic plan and deliverables.
- Identify training needs of DOH and RHI staff.
- Capacitate DOH and RHI teams to deliver on the clinical components of the project and other related strategies, through formal and on-site training.
- Monitor the implementation of training and mentoring activities.
- Ensure the transfer of skills and knowledge to DOH and RHI colleagues.
- Support the implementation of clinical support materials related to adolescent and paediatric care.
- Support clinical file reviews and audits to identify skills gaps.
- Participate in the development of training and mentoring plans in the supported sub-district.
- Complete training and mentoring reports including description and analysis of participant assessment and evaluation and communicate report to relevant stakeholders.
- Report on key achievements, challenges, and successes according to programme reporting timelines.
- Ensure high quality data is reported for the programme area according to reporting timelines.
- Ensure clinical data is regularly reviewed and analysed, gaps identified, and action plans or mitigation plans implemented in collaboration with other team members.
- Track facility level progress towards achieving targets.
- Disseminate accurate reports to internal and external stakeholders on an on-going basis.
- Take ownership and accountability for tasks and demonstrates effective self-management.

- Follow through to ensure that quality and productivity standards of own work are consistently and accurately maintained.
- Maintain a positive attitude and respond openly to feedback.
- Take ownership for driving own career development by participating in on-going training and development activities such as forums, conferences, policy setting workshops etc.

Required minimum education and training

- Professional nursing degree or diploma, or equivalent.
- Certified clinical (NIMART, APC/PC101 and HTS) mentor.

Desirable additional education, work experience and personal abilities

- Certification in HIV Management.
- Sound technical knowledge of PMTCT, TB-HIV integration, paediatric and adolescent treatment, and care.
- Experience implementing retention interventions, and linkage to care interventions an advantage.
- Experience working in a donor funded organisation / NGO or project-based environment.
- Qualification or experience in training, mentoring, project management and quality improvement methodologies.
- Knowledge of clinical systems and data management.
- Exceptional organizational, administrative, and effective communication skills together with working knowledge of Microsoft Office and Excel.
- Ordered and systematic in approach to tasks.
- Attention to detail.
- Pro-active, able to exercise discretion and independent decision-making.
- Able to prioritise own workload and work towards deadlines.
- Self-motivated, able to work independently and work as part of a multidisciplinary team.
- Able to speak relevant local languages.

Required minimum work experience

- Minimum 5 years' experience in public health and HIV Management.

Demands of the job

- Travel will be required within and outside of the district.
- Ability to work in highly demanding and pressurized environment, flexibility, management, training, and leadership experience.

Communications and relationships

- Develop and effectively manage relationships with internal and external stakeholders (Relevant Wits RHI Structures, DoH, DBE, DSD, donors, partners at all levels).

Should you be interested in applying for this vacancy, please apply via the link on the career page. Please include the following documentation:

- ID/Passport, Qualification, CV, and Vaccination card.