

Advert reference number: FP– Lej 020

Clinical Trainer - Capacity Building (Community) X2 (APACE)

The Wits Reproductive Health and HIV Institute (Wits RHI) is a renowned African-led research institute that seeks solutions to Africa's health challenges.

It is located within the University of the Witwatersrand and addresses some of the greatest public health concerns affecting our region, including HIV and its related problems, sexual and reproductive health and vaccinology. We do this through pioneering, multi-disciplinary research; responsive technical support and innovation in health services; and evidence-based policy development and advocacy with national, regional and global stakeholders.

Main purpose of the job

To support clinical capacity building of Wits RHI health and research programme staff and external stakeholders

Location

Lejweleputswa (Free State)

Key performance areas:

Plan and facilitate quality clinical learning

- Working with stakeholders (internal and external), agree on a training on annual training plan for the year, pre-service, and DoH staff.
- Brief operations coordinator regarding training logistics required
- Review work plan (training and mentoring plan on monthly basis)
- Liaise with the relevant training officer and administrator regarding support required
- Prepare for training and ensure familiar with training content and methodologies
- Facilitate courses according to plan at high quality
- Assess participant learning during courses and via assessment processes
- Key areas for training include all elements of the 90-90-90 strategy and adapted according to DOH priorities
- Train clinical and non-clinical colleagues on guideline changes and new modules when required
- Provide clinical services to maintain expertise

Mentoring and skills transfer

- Identify mentoring needs.
- Support the implementation of NDoH guidelines at the facility/community level through on-site mentoring support and contribute to achievement of priority programmes targets.
- Strengthen and support referral systems from classroom/ off site training and on the job training to ensure skills transfer and competency
- Provide ongoing mentorship and coaching.

Quality improvement of courses

- Participate in course reviews
- Complete training reports including description and analysis of participant assessment and evaluation, and materials and communicate report to relevant stakeholders
- Work with the 909090-capacity building team and other relevant stakeholders to assess the effectiveness of training interventions via evaluation projects and communicate results and recommendations
- Document and disseminate relevant abstract and success stories with support from management

Data management

- Ensure all completed registers, assessments and evaluations are analysed and returned from courses and hard copies provided to the relevant training administrator
- Oversee maintenance of participants data base by the training administrators
- Compile weekly, monthly, quarterly and annual reports for the organization, DoH and funder
- Monitor and evaluate training and mentoring data monthly, quarterly and annually

Support sustainability

- Work with DoH Regional Training Centres to identify potential trainers for HTS/PICT, NIMART/ APC, adherence and basic HIV for community training and agree on a plan for training of trainers
- Develop and actively manage relationships with stakeholders
- Coordinate program activities with internal and external stakeholders
- Train assess and mentor potential trainers
- Plan and facilitate quarterly updated refresher workshops

Effective self-management and performance ownership

- 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 ongoing training and development activities such as conferences, workshop etc.

Required minimum education and training

- Nursing degree or diploma.
- Valid SA driver's license.
- Facilitation/education qualification.
- Mentoring skills.
- NIMART/ APC mentor/ WBPHCOT curriculum/ Community engagement.

Professional body registration

- South African Nursing Council

Required minimum work experience

- Minimum 5 years' public health sector experience, 2 years' clinical training experience (HIV/TB/SRH), 1-year clinical mentoring experience and experience of assessing learners and experience working in community health setting.

Desirable additional education, work experience and personal abilities

- Experience of evaluating training and report writing. Qualified as an assessor. Exceptional organizational and administrative skills together with advanced knowledge of Microsoft Office. Ordered and systematic approach to tasks. Attention to detail. Pro-active, able to exercise discretion and independent decision-making. Able to prioritise own work load and work towards deadlines. Self-motivated, able to work independently and work as part of a multi-disciplinary team.

Demands of the job

- Travel as well as overtime may be required from time to time.

Communications and relationships

- Maintain effective working relationships with Wits RHI staff at all levels. Communicate effectively with all external stakeholders such as donors, Department of Health (DoH), medical and academic institutions and other partner organizations.

Should you be interested in applying for this vacancy, kindly submit a detailed CV to **Dophi Fephiwe** at **vacancy11@wrhi.ac.za**. kindly indicate which vacancy, region and reference number you are applying for as a subject on your application.

The closing date for the vacancy is 17 June 2019