



Scope of Work



Country: **Tanzania – Various Regions**
Host site: **Regional / District Hospital (CTC)**
Partner organization: **International Center for AIDS Care and Treatment Programs, Columbia University**
Assignment title: **Pediatric Nurse**
Length of assignment: **3-6 months (full time)**

OVERVIEW OF VOLUNTEER ASSIGNMENT

The Ministry of Health and Social Welfare (MOHSW) in Tanzania has set ambitious goals for national expansion of antiretroviral (ARV) treatment services as outlined in the country's HIV/AIDS Care and Treatment Plan. Antiretroviral therapy (ART) was initially provided at the regional hospitals, and then expanded to district hospitals and now to some local health centers. Currently, there are more than 200 care and treatment centers (CTCs) operating across the country and the MOHSW has set the objective of doubling that number by the end of 2009, resulting in a total of 400 sites that collectively will provide ART and other HIV/AIDS services to more than 400,000 patients.

US government partners funded by PEPFAR are directly supporting the development of MOHSW's care and treatment services. The International Center for AIDS Care and Treatment Programs (ICAP) of Columbia University collaborates with the MOHSW and the Zanzibar National AIDS Control Program (ZACP) to build broad capacity at national, regional and district levels in support of the National HIV/AIDS Care and Treatment Plan. ICAP uses a district network approach to effectively expand HIV/AIDS care and treatment services to remote areas of the country. Specifically, they work with districts to develop tailored packages for technical and financial assistance to health authorities, and key private and non-governmental partners.

ICAP's key program objectives in Tanzania are to:

- Expand PMTCT, testing and counseling and HIV/AIDS Care and Treatment Services
- Strengthen health systems
- Develop specialty services

ICAP has presence in the Kagera, Kigoma, Pwani Regions and Zanzibar where they support HIV/AIDS care and treatment, PMTCT and HIV testing and counseling activities. Nationally, Columbia University works with the MOHSW and partners to implement a national early infant diagnosis program (EID) in the four zones. Palliative care expansion is also a key priority with the Ocean Road Cancer Center in Dar es Salaam.

Possible Placement Sites:

- Maweni Hospital – Kigoma Region
- Kagera Regional Hospital – Bukoba District, Kagera Region
- Kibondo Hospital – Kigoma Region
- Kasulu District Hospital – Kasulu District, Kigoma Region

Volunteer Assignment:

ICAP is seeking a volunteer pediatric nurse to support and develop the skills of local staff in the CTC and pediatric ward as well as in neighboring facilities. The objective of the Pediatric Nurse volunteer is to help improve the capacity of nurses and other CTC staff to increase the quality of care.

Length of Assignment: 3-6 months, full time
(8 hours per day; 5 days per week)

Name and Title of Supervisor: Nurse-in-Charge / ICAP PMTCT Technical Advisor

Name and Title of Counterpart: TBD

Volunteer Qualifications:*Required:*

- Licensed nurse
- Minimum of two (2) years experience, preferable in providing HIV/AIDS or pediatric/antenatal services
- Thorough knowledge of HIV/AIDS prevention, care, and treatment, specifically PMTCT
- Good written and oral communication skills and fluency in English
- Experience in developing training programs in a clinical or hospital-based setting
- Excellent interpersonal skills and demonstrated ability to develop cooperative working relationships with diverse professionals
- Ability to collaborate and work effectively with various program/project implementation partners and officials of governmental and nongovernmental organizations

Preferred:

- Knowledge of the host country's health system and culture
- Ability to work independently with strong leadership skills
- Previous experience working in a low-resource setting
- Previous experience in working with diverse professionals
- Excellent interpersonal skills and demonstrated ability to develop cooperative working relationships
- Working knowledge of Kiswahili or interest in learning

OBJECTIVE OF THE VOLUNTEER ASSIGNMENT

Objective: The objective of the Pediatric Nurse volunteer is to help improve the capacity of nurses and other CTC staff to support the development and improvement of the pediatric HIV/AIDS services within the CTC by providing on-site guidance for staff. The volunteer will provide mentoring, coaching, service provider training and supportive supervision to nurses and supporting staff on childhood illness, ART and other related HIV issues as needed, and improve the management of HIV infected children admitted to the pediatric ward by improving the general environment of the ward.

ACTIVITIES OF THE VOLUNTEER ASSIGNMENT

Volunteer Activities:

- Prepare work plan/schedule based on the given scope of work
- Identify and address gaps in education of clinic nurses by providing necessary mentoring in collaboration with the Regional Medical Officer, District Medical Officer, Doctor In Charge, HIV Care and Treatment Center Manager, and others including ICAP as appropriate
- Ensure linkages for PMTCT to the CTC and RCH to the CTC field; develop the pediatric services in the CTCs in the region
- Develop protocol for linkages between PMTCT and Home-Based Care
- Implement a tracking plan for HIV and pregnant women in care
- Ensure the proper use of monitoring and evaluation (M&E) tools
- Ensure efficacious regimen implementation
- Implement and explore the adherence module in PMTCT under the assistance from APSS advisors
- Implement quality package especially TSQ/FP in FSG groups
- Ward round weekly in the general hospital strengthening the pediatric in-patient care
- Support and promote basic nursing skills aimed at improving mother and child health

EXPECTED OUTCOMES OF THE VOLUNTEER ASSIGNMENT

Deliverables:

- Learning needs assessment of the CTC
- Monthly reports to host site and AIHA's HIV/AIDS Twinning Center tracking experiences, successes, and challenges (specifically documenting mentorship, consultation and training provided)
- Ensure 80% of clients (pregnant women) are on AZT regimen and 100% of babies are on AZT in maternity
- Prepare DQA on monitoring and evaluation (in conjunction with M&E team)
- Ensure 80% of HIV pregnant women in care linked to care and treatment
- Making sure the CD4 log available in all laboratory for pregnant women
- 80% of pregnant women have received PMTCT adherence counseling

- 100% of FSG sites have implemented TSQ and 80% of FSG clients are on dual method
- Work plans developed in consultation with stakeholders
- Final report

RESPONSIBILITIES OF PARTICIPATING STAKEHOLDERS

Volunteer:

- Complete the scope of work in the timeframe outlined
- Complete organizational assessment within the first two weeks of assignment
- Complete monthly monitoring and evaluation reports
- Submit a post-assignment final report and participate in an exit interview
- Interact with clients, community members and local staff in a manner that is consistent with social, cultural, and traditional norms and values
- Adhere to the AIHA Volunteer Code of Conduct

Partner organization/host site:

- Provide resources necessary for the volunteer to carry out assignment successfully
- Identify a placement site for the volunteer to ensure sustainability of volunteer activities
- Submit performance assessment reports on the volunteer to the Twinning Center

AIHA Twinning Center:

- Conduct pre-assignment orientation and training for volunteer and placement site staff
- Provide volunteer with safe housing, monthly allowances, medical evacuation coverage, and travel-related costs to and from placement site
- Provide ongoing support of volunteer as needed