EXPRESS YOUR INTEREST FOR THE RECRUITMENT OF NURSE ANESTHETIST

Ref: No. MOH/HWP/IC/007/16/17: Liberia Health Workforce Program 2015 – 2021

Name of Training Institution to be assigned: Phebe Paramedical Training Program

Academic Focus: Anesthesia Training Program

Released: June 6, 2017

Background

The Liberia Health Workforce Program (HWP) is an inter-ministerial initiative designed by the Ministry of Health to achieve targeted improvements in the quantity, quality, and skills diversity of the national health workforce and to improve access to safe and quality health services in Liberia. The HWP will enable Liberia to restore health services throughout the nation and significantly improve Liberia’s health service delivery system. The program will address national workforce shortages by dramatically increasing the numbers, quality, and skill level of Liberian educators and providers including: Community Health Workers, Physicians, Nurses, Midwives, and other critical support cadres. To meet the country’s 2025 staffing targets, the HWP will develop and implement interventions designed to produce nearly 10,000 physicians, nurses, midwives and more than 10,000 community health workers to enter the public sector health workforce. During the 2016-2017 academic year, the Phebe Nurse Anesthetist faculty in collaboration with visiting faculty undertook the work of revising the curriculum to be competency based using the International Federation of Nurse Anesthetists (IFNA) standards. This work is in progress with a tentative implementation plan for the 2017-2018 academic year. In tandem with this curriculum revision, plans are also underway to strengthen the number and quality of clinical placements and to clarify the regulations for becoming licensed as a Registered Nurse Anesthetist in Liberia.

Scope of Work

The Nurse Anesthetist will work in close collaboration with the Training Director of the Phebe Paramedical Training Program and will be assigned as a full time instructor to assist in implementing the new competency-based curriculum. This person will also provide recommendations for improving the quality of training at the institution, provide training for professional nurses who are in current practice, and support surgical interventions at hospitals.

As a primary task, the Nurse Anesthetist will review the new curriculum and provide recommendations for implementation strategies. The Nurse Anesthetist will teach, supervise, and mentor students in the Anesthesia program, assess the teaching and learning strategy of the permanent faculty at the institution, and collaborate with other instructional staff to improve the standard of teaching and learning in the institution. The Nurse Anesthetist will provide instruction to students in the low-tech simulation lab with equipment and at practical sites and will participate in the assessment and evaluation of student’s progress. The Nurse Anesthetist will participate in ongoing curriculum review and the establishment of an effective standard for clinical training.

In collaboration with the Phebe faculty and international partners (Seed Global Health, Northeastern University) there is an expectation that this faculty be willing and able to guide/liaison with the IFNA, Liberian Association of Nurse Anesthetists,
Ministry level officials, and regulatory bodies to take the next steps needed to advance anesthesia education in Liberia, specifically helping to coordinate a meeting to document a needs assessment (travel in the

Jan/Feb break period is needed to assess clinical sites critically) to identify specific challenges to expansion and to help with the IFNA self-study/accreditation process.

More specifically, the scope of work for Nurse Anesthetist faculty includes the following:

**EDUCATIONAL RESPONSIBILITIES 70%**
- Review the recently developed competency-based curriculum and provide recommendations on best practices for implementing the revised curriculum
- Plan, actively present, or mentor/co-teach instructional lessons to students in the Anesthesia program in the two to three areas per semester of:
  - Basic and Advanced Principles of Anesthesia
  - Advanced Pathophysiology
  - Diagnostic Reasoning and Physical Assessment
  - Evidence-Based Practice: Designing, Implementing, and Evaluating
  - Other anesthesia-related courses as deemed necessary by the school leadership
- Develop and or revise educational tools and resources to enhance teaching and learning
- Recommend and support additional revisions of curricula and modules where applicable

**CLINICAL RESPONSIBILITIES 30%**
- Attend clinical sessions with the students to provide hands-on instruction (but is not considered the primary clinician assigned to the case)
- Support the development/refinement and use of clinical guidelines
- Support the development/refinement and use of a performance evaluation system that evaluates students’ clinical performance
- Engage in co-mentorship with permanent faculty and other instructional staff involved with the training of the Anesthesia students

**Reporting**
The Nurse Anesthetist will submit monthly progress reports to the Training Director for Nursing and Midwifery at the training institution that serves as the immediate supervisor and will provide performance oversight.
The Nurse Anesthetist is also responsible for submitting quarterly activity reports to the Visiting Faculty Secretariat Deputy Program Manager on deliverables and other process indicators as defined per the HWP monitoring and evaluation (M&E) system.

**Duration of contract**
The Nurse Anesthetist will have to work in this position at the Phebe Paramedical Training Program for a period of 12 months with possibility of extension subject to satisfactory performance and the availability of funds.

**Location of Work**
The Nurse Anesthetist will be assigned at the Phebe Paramedical Training Program for the duration of the contract and will work in providing training for nurses attending the Anesthesia program.
Quantity of Work

The Nurse Anesthetists is expected to work full-time providing instructional lessons to students and clinical training according to the following allotment:

- **Classroom Teaching: 70%**
  - Preparation of course materials: 5%
  - Evaluation of course outcomes: 5%
  - Scholarship of teaching: 5%
  - Mentoring: 5%
  - Classroom Teaching: 50%

- **Clinical Instruction: 30%**
  - Preceptor mentoring: 5%
  - Preparation of clinical materials: 5%
  - Clinical Instruction: 20%

The Nurse Anesthetist will work at the Phebe Paramedical Training Program Campus in Gbarnga, Bong County as a Nurse Anesthetist and full-time faculty member providing training for professional nurses in Anesthesia.

**Essential Qualifications:**

- Master’s Degree in Anesthesia, or equivalent, and should be in possession of a valid license from the anesthesia regulatory body, a PhD is preferred.
- Minimum of five years teaching and learning experience with an accredited Anesthesia Training Program inclusive of clinical work experience.
- Teaching and mentoring skills to support students both in the classroom and at the clinical training site.
- Commitment to the goals and values of the training institution and work to provide hands on training supervision for students.
- Excellent clinical skills, a passion for teaching, and interest in Anesthesia for nurses.
- Strong interpersonal skills including the ability to communicate effectively and diplomatically.
- Ability to collaborate with multiple stakeholders and work independently and with flexibility.
- Strategic and innovative thinking skills and the ability to foster interdisciplinary collaboration.
- Professional experience in cross-cultural and low-income settings is strongly preferred.
- English language proficiency required.
- Computer literacy: Microsoft Word, Excel, PowerPoint, Proficient in internet searching
- The Nurse Anesthetist should have experience in providing teaching in Nursing Anesthesia courses such as:
  - Basic Principles of Anesthesia: Including interpreting factors that influence anesthesia selection for individual patients, list of equipment, and basic life support
- Advanced Pathophysiology:
  - Anatomy, Physiology and Pathophysiology of systems in relation to an individual’s health status across the lifespan.
Diagnostic Reasoning and Physical Assessment: including diagnosis and management of acute and chronic illnesses.

Evidence-Based Practice:
   - Designing, implementing and Evaluating including implementation of evidence-based practice

COMMUNICATIONS AND WORKING RELATIONSHPES
- The Medical Director/Training Director
- Anesthesia Focal Person
- Liberia Board for Nursing and Midwifery
- Academic Partner for Nursing and Midwifery
- Liberia Association of Nurse Anesthetist

Expected Time Commitment

Based on a 40 hour work week (8 hours x 5 days), the faculty would be committed to 28 hours of classroom and 12 hours of clinical training.

Deliverables
The Nurse Anesthetist will collaborate with designated counterparts to develop a yearly work plan and to submit a course syllabus at the beginning of each semester, as well as to submit quarterly academic activity reports (to the Visiting Faculty Secretariat). The Nurse Anesthetist will also be required to conduct at least two extra-curricular seminars per semester for faculty and preceptor professional development, and at least one extra-curricular seminar each semester related to professional development or academic success for students.

Interested individuals may obtain further information from the address below and deliver their Expression of Interest (EOI) or application written in English, enclosed in an envelope clearly marked: “Expression of Interest: Individual Consulting Services: “Nurse Anesthetist” “Ref: No. MOH/HWP/IC/007/16/17 and drop in the tender box situated on the ground floor or electronically transmitted by the deadline specified below to: proumohsw@gmail.com no later than Tuesday, 20th June 2017 @ 2:00 PM/ 14:00 GMT.

Expression of Interest must be clearly marked “Consulting Services: “Consultant Services: “Nurse Anesthetist” “Ref: No. MOH/HWP/IC/007/16/17. The address is stated below:

Jacob L.N Wapoe
Director of Procurement
Ministry of Health
Congo Town, Room#140 or via email: proumohsw@gmail.com

This Expression of Interest can also be found on:

i. www.emansion.gov.lr
ii. www.moh.gov.lr

Signed by: ____________________  Approved by: ____________________
Director of Procurement  Deputy Minister for Admin.