

# **Liberia College of Physicians and Surgeons**

## **Terms of Reference – Faculty Sub-specialists for Ophthalmology, Rheumatology and Psychiatry**

### **I. BACKGROUND**

The Government of Liberia, implementing partners, and community actors are engaged in post-Ebola virus disease (EVD) recovery efforts representing different perspectives. Basic needs, community level support, and non-specialized health services are being provided throughout the country. However, interventions for survivors presenting with common EVD sequelae are limited because of the technical capacity limitations within the country. With an increasing number of survivors being identified, there is need to further assist the survivor community to overcome the medical and psychosocial conditions they continue to experience.

Under this program, the Liberian College of Physicians and Surgeons (LCPS) will recruit and field sub-specialists on a short-term basis (6 to 9 months) to provide specialized care to EVD survivors and other patients at targeted hospitals in Montserrado, Bong and Lofa Counties. Successful specialists will also train and mentor general practice physicians, mid-level health workers, residents, and medical students.. The key sub-specialty areas of interest are **ophthalmology, rheumatology, and psychiatry/mental health**.

### **II. RESPONSIBILITIES**

The sub-specialist physicians will work with counterparts to enhance the quality of medical care for EVD survivors, contribute the post-graduate and general education program. More specifically, they will be responsible for the following:

#### **Clinical and Educational Responsibilities (90%)**

- Provide clinical care to EVD survivors and other patients needing specialized care at targeted hospitals in Montserrado, Bong and Lofa Counties.
- Engage in mentorship with Liberian faculty to transfer clinical and teaching skills, including enhancing selected sub-specialty skills and competencies of Liberian faculty.
- Actively participate in seminar-based and clinical teaching at assigned training hospitals.
- Prepare and deliver periodic lectures to medical students and residents in line with the undergraduate or postgraduate curriculum.
- Train, mentor and supervise postgraduate students in clinical and non-clinical patient care.
- Provide periodic on-call support to trainees.
- Participate in continuing medical education, including journal clubs.

- Assist in development of curriculum and associated pedagogical approaches with regard to the specific sub-specialty of the faculty concerned.
- Organize and conduct seminars in evidence-based medicine, clinical epidemiology and other focused curricular modules, as they relate to the sub-specialty concerned.
- Develop educational tools to enhance learning and teaching.
- Assist in development and/or enhancement of clinical guidelines and therapeutic/diagnostic approaches in line with the sub-specialty concerned.

#### Research Responsibilities (5%)

- Work in partnership with Liberian counterparts to identify and develop opportunities for collaborative research, particularly focusing on EVD.
- Provide training and mentorship to Liberian faculty, where applicable, in research methodology.

#### Administrative Responsibilities (5%)

- Support the implementation of administrative tools and structures required for residency operations, including trainee, faculty, and program evaluation tools.
- Recommend revision to curricula and modules, where applicable.
- Support data collection requirements of LCPS in relation to their agreement with the Ebola Transmission & Survivor Services program.
- Participate in formal evaluation of trainees.

### **III. EXPECTED OUTPUTS**

1. Improved quality ophthalmic, rheumatologic and psychiatric sub-specialty services for EVD survivors
2. Increased in trainees knowledge and retention of skills in the 3 specialty areas
3. Collection of information on direct services provided as well as on capacity building activities.

### **IV. DURATION AND LOCATION OF ASSIGNMENT**

Sub-specialist faculty will be contracted to deliver focused sub-specialty training within the overall general clinical domains of Ophthalmology, Psychiatry or Rheumatology for a period of six (6) to nine (9) months. Given the resident rotational pattern, the need and placement of these faculties will be at JFK Hospital, Phebe Hospital, Redemption Hospital, Tellewoyan Hospital and Boma Hospital. The contract is renewable based on need, available funding, and performance.

### **V. REPORTING**

Subspecialist faculty will report to LCPS Chairman of the Department of Internal Medicine of the LCPS for clinical responsibilities and performance oversight, and to LCPS Secretary General for administration of the contract.

The subspecialist faculty are responsible for submitting monthly activity reports to the LCPS Secretary General on deliverables and other process indicators as defined per the monitoring and evaluation (M&E) plan.

## **VI. QUALIFICATIONS and COMPETENCIES**

- Board certified (or equivalent) within the required subspecialty of Ophthalmology, Rheumatology, or Psychiatry.
- Excellent clinical and teaching skills.
- Current or recent engagement in clinical practice, with demonstrable advanced knowledge and application of skills within the sub-specialty area.
- A talent for teaching and interest in medical education, preferably with current or recent academic and teaching hospital experience.
- Strong interpersonal skills, including the ability to communicate effectively and diplomatically, and to work flexibly and independently with multiple reporting relationships.
- Emotional intelligence and personal maturity, enthusiasm for working in a developing country, cultural flexibility and competence, and a passion for improving healthcare delivery.
- Strategic and innovative thinking skills, and the ability to foster interdisciplinary collaboration.
- Experience in evidence-based medicine, quality improvement, data-driven decision making and program evaluation.
- Professional experience in cross-cultural and low-income settings is strongly preferred.
- English proficiency required.
- Ability and willingness to travel and work in rural Liberia.

**Please send your letter of application and CV to: [lcps544@gmail.com](mailto:lcps544@gmail.com)**

**Deadline for submission of application is March 24, 2017.**