

Improving Global Health through Leadership Development

IGH Fellow – Role Outline

Background

The NHS Thames Valley and Wessex Leadership Academy is responsible for identifying and developing leaders for the future NHS. It recognises the value of stretching individuals and broadening their experiences beyond the traditional NHS boundaries. The IGH Fellowship scheme is a prime example where NHS staff use sophisticated leadership and team working skills to improve health, healthcare and health services of communities who suffer truly shocking clinical outcomes.

The scheme has three simple but very powerful objectives:

- **To support the delivery of sustainable improvement in health and healthcare in collaboration with our partner in their community in resource-poor settings**
- **To provide an unparalleled personal and leadership development experience for participants (Fellows) who are recruited as volunteers on the programme**
- **To create a cadre of leaders with system-strengthening skills who are able to make a real difference to the NHS on their return to the UK**

IGH Fellows undertake a **6 month placement** overseas working with a partner organisation; partner sites currently include George, Western Cape, South Africa; East London, Eastern Cape, South Africa; Yangon, Myanmar. A stipend is paid to each Fellow per calendar month for the period of the placement. The amount varies per placement site (range is £800 - £1,000).

Fellows have the opportunity to participate in the planning and delivery of health care systems which are less structured and less well-resourced than those within the NHS. Fellows are able to participate in the development of health care systems, linking community and hospital based care, working in partnership with locally based health care workers. It is anticipated that the skills International Fellows gain through deployment training and practical experience will be of significant benefit to them and their employers on their return to the UK.

The following are key responsibilities:

Projects

- Using system-strengthening methods, work in partnership with the local health team to identify health projects to improve and develop health services.
- Prepare project proposals and reports for the NHS Thames Valley and Wessex Leadership Academy and our Overseas Partners and develop performance targets and measures.
- Work alongside local health care workers in the community and hospital to increase their capacity in line with national guidelines.
- Work with the Overseas Partners health team to give training and support to health care workers in rural areas, including clinical teaching.

- Develop and deliver training to health workers in referral hospital, including clinical teaching.
- Assist with audit to evaluate interventions and maintain standards.
- Participate in health team meetings to develop new interventions, plan activities and prioritise workload.
- Be an active member of the health team developing and sharing managerial organisational and clinical skills as appropriate.
- Apply risk management approaches to service improvement.
- Share skills such as use of computer programmes – Word, Excel, PowerPoint, PDFs with other members of staff.
- Complete project placement reports, monitoring and evaluation returns and specific papers as required.
- Attend meetings with local Health Departments and other NGOs with the health teams of our Overseas Partners.

Leadership

- Have energy, inspiration, motivation, passion.
- Able to work flexibly, adapt to different situations and have patience.
- Encourage, support, share skills with other Fellows, our Overseas Partners staff and NHS staff in UK.
- Develop links and understanding with other departments as related to health i.e. agriculture for nutrition, education for community awareness, infrastructure for new buildings/roads.
- Ability to listen, reflect and translate issues into appropriate action.
- Team building skills with the NHS Thames Valley and Wessex Leadership Academy, our Overseas Partners, health workers in the community or hospital, other NGOs.
- Participate in presentations to the NHS Thames Valley and Wessex Leadership Academy.
- A willingness to work unsociable hours and long days, when required.

Personal Development

- Complete the NHS Healthcare Leadership Model in liaison with a Mentor, to identify areas for further development, explore ways of gaining relevant experience and measure progress.
- Complete a Learning Log with reflections on incidents and experiences to demonstrate learning.
- Continue to be involved with Improving Global Health work after return i.e. by participating in recruitment process for Fellows, inductions and pre departure meetings, assisting with presentations to publicise scheme, updating documents and giving critical feedback about placements.
- On return from placement, act as a Mentor to Fellows about to go overseas and whilst they are on placement.