



The Kamuzu University of Health Sciences, in collaboration with the London School of Hygiene & Tropical Medicine (LSHTM), is implementing a research project entitled *Innovative Management PRactices to Enhance hoSpital quality and Save lives in Malawi* (IMPRESS) which focuses on improving quality of care for sick newborn babies by identifying practical ways to enhance management practices in Malawian hospitals. The research project also aims to strengthen the capacity and capability of the next generation of health systems researchers. The IMPRESS project is being implemented in two phases. The first phase, conducted in 2022, involved a survey of 36 hospitals which assessed the quality hospital management practices and identified areas of management that needed support. The second phase, beginning in February 2023, will assess the effectiveness of a package of hospital management practices that may address challenges identified in the first phase. The IMPRESS project is seeking the services of qualified individuals to fill various post that will support the implementation of the second phase of the project.

1. Hospital Management Implementation Supervisor – 1 Position

Job Summary

The primary function of the hospital management interventions supervisor is to coordinate all management interventions for IMPRESS project. The supervisor will coordinate the implementation of hospital management interventions across the various hospitals involved in Phase 2 of the IMPRESS project as well as providing technical support to all project implementation teams. The position is based in Blantyre. Extensive travel to hospitals across Malawi is anticipated.

Key Duties and responsibilities

- Supervise all activities of the IMPRESS project hospital management interventions implementation teams;
- Lead the co-design and implementation of hospital management practice intervention packages in close collaboration with activities study teams and relevant hospital management teams;
- Work with and provide technical assistance to study teams and relevant hospital management teams;

- Support the development of hospital management interventions work plans for IMPRESS project;
- Set up a monitoring system for the IMPRESS-supported hospital management practices and other interventions that may affect the implementation of the practices;
- Coordinate review meetings on management practices, data and clinical pathways;
- Provide regular operations and implementation updates to IMPRESS team on hospital management intervention activities progress and challenges to allow for timely interventions and corrective actions; and
- Ensure timely and quality reports are submitted as per the project reporting requirements.

Requirements

- Either a Master's degree in Health Management, Global Health, Public Health or any related field or a Bachelor's degree in Nursing, Clinical care or Health service management with more than 5 years' experience working in quality improvement;
- Excellent facilitation and mentorship skills;
- Excellent communication and negotiation skills;
- Excellent numeracy and ability to interpret quantitative information
- Willingness to travel extensively within Malawi;
- In-depth knowledge and/or experience in quality improvement;
- Experience working with hospital management teams;
- Preferably, demonstrated technical leadership and strategic planning on issues related to maternal and newborn health.

2. Hospital Management Senior Implementation Officers – 3 Positions

Job Summary

The Hospital Management Senior Implementation Officer will work under the direct supervision of the Hospital Management Implementation Supervisor and will be a lead person in coordinating and implementing activities of IMPRESS project in selected hospitals in Malawi. The work will involve supporting hospital managers and health workers through extended stays at hospitals. The position involves extensive travel across Malawi, with a majority of the time spent working in hospitals.

Key Duties and Responsibilities

- Engage with the relevant hospital management teams to identify and agree on the priority problems to be addressed through IMPRESS intervention;
- Lead the co-design and implementation of hospital management practice intervention packages, in close collaboration with relevant hospital management teams;
- Engage with relevant hospital management teams to assess their readiness to address hospital management practices problems identified;
- Develop hospital management practices work plans for IMPRESS project;
- Collaborate with relevant hospital management teams to identify hospital champions and provide mentorship to support them with skills for improving the implementation of hospital management practices;
- Support the set up a monitoring system for the IMPRESS-supported hospital management practices and other interventions that may affect the implementation of the practices;
- Collaborate with relevant hospital management teams to develop a dashboard of data on management practices monitored in the intervention hospitals;
- Facilitate Quality Improvement Support Teams (QISTs) and Ward Improvement Teams (WITs) meetings to review management practices and clinical pathways dashboards;
- Coordinate with relevant hospital management teams to ensure alignment and integration of IMPRESS project plans with hospital management activities;
- Prepare comprehensive project progress reports; and
- Ensure project deliverables are achieved and sustained.

Requirements

- Bachelor's degree in Nursing, Clinical care or Health service management with at least 1 year, and preferably at least 2 years' working experience in a hospital. Those with Masters will have an added advantage;
- Good facilitation and mentorship skills;
- Good communication and negotiation skills;
- Good numeracy and ability to interpret quantitative information
- Willingness to travel within Malawi for extended periods of time;
- Knowledge and/or experience in quality improvement;
- Experience working with hospital management teams.

3. Hospital Management Implementation Officer – 3 Positions

Job Summary

With direct supervision from the Hospital Management Senior Implementation Officer, the Hospital Management Implementation Officer will be responsible for implementing IMPRESS project activities in selected hospitals in Malawi. The work will involve supporting hospital managers and health workers through extended stays at hospitals. The position involves extensive travel across Malawi, with a majority of the time spent working in hospitals.

Key Duties and Responsibilities

- Support the Data Manager in development of ODK data entry forms and the collection of project data from designated hospitals;
- Perform regular data quality reviews to ensure optimal assessment of the impact of the IMPRESS Project interventions;
- Identify and document other ancillary and emerging interventions that may affect the IMPRESS Project interventions;
- Organize Quality Improvement Support Teams (QISTs) and Ward Improvement Teams (WITs) meetings to review management practices and clinical pathways dashboards;
- Provide coaching to IMPRESS project champions;
- Coach hospital staff on target setting and the PDSA cycle approach to improve management practices;
- Sensitize hospitals on the range of motivational strategies for improvement in hospital performances; and
- Facilitate the organization of hospital neonatal death audits and dissemination of the findings within the hospital.

Requirements

- Diploma in Nursing Health Service Management or Nursing with at least 1 year working experience in hospital quality improvement interventions. Those with a bachelor's degree will have an added advantage;
- Good facilitation and mentorship skills;
- Good communication and negotiation skills;
- Good numeracy and ability to interpret quantitative information;
- Willingness to travel within Malawi for extended periods of time;

Application Procedure

Suitably qualified candidates should forward their application letters, CV's with 3 contactable referees and copies of Certificates to:

The Registrar
Kamuzu University of Health Sciences
P/Bag 360
Chichiri
Blantyre 3

or via e-mail to: recruitment@kuhes.ac.mw

Applications should ideally be submitted by email as a single PDF, copied to fmshali@kuhes.ac.mw. Applicants must indicate “**IMPRESS Project**” on the envelope for hard copy applications and on the subject line for email applications.

Applications should be submitted not later than **6th February 2023**. Only short-listed applicants will be contacted.