

# **Senior Lecturer in Pathology**

**On secondment to the School of Medicine, University of Zambia**

**from the Tropical Health and Education Trust**

## **Job Description and Person Specification**

### **1. Purpose**

To support the Zambian Ministry of Health (MOH), the School of Medicine - University of Zambia (UNZA) and the University Teaching Hospital (UTH) in strengthening delivery of pathology training, by:

- a) Contributing to the review, development and delivery of a MMed curriculum in pathology
- b) Contributing to the teaching of pathology to MMed and undergraduate medical students including other health professionals (such as Clinical Officers). Liaison with others training Pathologists in Eastern and Southern Africa will be key to improving the professional development of psychiatric specialities in the region
- c) Fostering synergistic public-private partnerships with health institutions in Zambia to create an enabling environment for successful capacity building in Pathology and other health professions
- d) Contributing to the improvement of teaching and learning experiences through an analytical approach to work, documentation of lessons learned and dissemination after approval by UNZA, MOH and THET

### **2. Main Duties**

The post holder is expected to fulfil the following functions:

#### **a) Teaching**

The post holder will be part of the teaching team at the School of Medicine and will therefore contribute to both postgraduate and undergraduate teaching. They will be asked on occasion to teach pathology modules in other health professional courses (with prior agreement with the dean). With this in mind they are expected to:

- The Medical School has a partially developed MMed Pathology curriculum; the post holder is expected to engage collaboratively with the key stakeholders and contribute to its review and development of a robust curriculum including supporting its passage through the requisite committees for ratification by the relevant bodies within and outside the University of Zambia
- Where opportunities arise, the post holder is encouraged to liaise with other professionals developing postgraduate Pathology courses in neighbouring countries and share experiences and where possible components of the curriculum
- In conjunction with THET, plan for and harness teaching support from the UK, Health Links and other colleagues to deliver specialist modules on a short-term basis. Where

possible plan and source for training placements of students abroad to provide appropriate exposure

- Ensure effective clinical supervision and facilitate practice for students
- Support students through:
  - Assigning them to learning tasks
  - Supporting them in implementing self assessment mechanism
  - Providing positive criticism to students regarding their clinical performance and recording negative or positive anecdotes during student evaluation
  - Regularly support students' clinical learning and assist them with problem solving in a timely manner
  - Counselling and advising students as required
  - Ensuring that programme code on conduct and standard procedures are observed
- Utilize inbuilt feedback mechanism to assess the students' mastery of concepts, skills and attitudes and to re-enforce learning.

#### **b) Clinical**

The post holder will be required to teach a substantial amount of time in clinical areas and in such circumstances they will be contributing to the clinical care of patients. With this in mind they are expected to:

- Assess clinical settings for appropriateness and recommend appropriate steps to be taken to ensure they are suitable for teaching
- Prepare clinical teaching unit plans for the Pathology courses assigned to him/her and update the head of department.
- Ensure that all essential materials/equipment for the clinical experience are prepared before hand for immediate utilization
- Prepare students to undertake clinical learning experiences.
- Provide clinical experiences which can be accommodate in the health facilities in Zambia
- Work within the clinical guidelines.
- Communicate with managers of health facilities to facilitate student's clinical placement
- Maintain professional and effective relationships/communication with health facility staff
- Participate in quality assurance of the work of other clinical instructors
- Collaborate with health facilities managers in improving the quality of care for patients

#### **a. Research**

- As part of a team of volunteers in a range of specialities the post holder will be required to participate in operational research processes developed collaboratively in the course of the project
- The post holder may on occasion be requested to instigate, support or contribute to clinical research at the School of Medicine - UNZA; subject to time constraints, they should respond to this positively.

**b. Collaboration**

- Liaise with existing Health Links and professional associations both in the Zambia and the UK to harness support, learning materials and other relevant support in line with THET's ethos and values.
- Act as a lead and link to surrounding countries looking to enhance training and collaboration.

**2. Professional Responsibilities**

- To maintain up to date registration with the relevant professional bodies in Zambia and the UK in liaison with the THET Project Coordinators
- To ensure the safety/protection of themselves, the students, co-workers and clients through the application of professional standards and code of ethics
- To be responsible for and maintain own Continuing Professional Development (CPD)
- To participate in the staff appraisal scheme and Personal Review and Development (PRD) as required by the School of Medicine – UNZA and the University Teaching Hospital
- To attend and participate in In-Service training programmes and staff meetings
- To adhere to national, institutional and professional standards
- To actively participate in audit and outcome measures of the programme.

**3. Organisational Responsibilities**

- To contribute to the development, implementation and promotion of policies and guidelines in the Medical School
- To ensure effective use of time and organisation skills to manage a range of activities, this may require flexibility at short notice
- To maintain appropriate statistical returns in line with institutional and legal requirements. This will involve data entry
- The post holder will be expected to use the knowledge and skills gained in Zambia to the benefit of the UK health sector and its patients and higher education services. This may be in the form of presentations, teaching, training, reports and their own personal development.

### 3. Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Personal</b>	Excellent diplomatic skills, sensitivity to local cultural context	Good professional and work networks in the UK to support their work in Zambia
	Leadership skills and ability to build an effective team	Management experience either in health and/or education services
	Accountability and integrity	Experience of living or working in sub Saharan Africa and Zambia in particular
	Creativity and problem solving skills	A publication record in relevant professional or research journals
	Ability to identify and use opportunities for self-development	
	Commitment to the values of Equal Opportunities, policy and practice	
	Ability to use I.T. skills including proficiency in Ms Office applications	
	Excellent communication and presentation skills	
	Able to work in a team and to support colleagues	
	Excellent English language skills – both oral and written	
<b>Professional</b>	UK registered medical practitioner with a CCT in Pathology. Registered on the Specialist Register (Pathology) with the GMC.	Masters or PhD
	Experience of teaching postgraduate courses in Pathology.	A teaching qualification with five or more years of teaching experience in anaesthetics preferably some of it in Africa
	At least five years of working in UK health services	Research experience
	Ability to teach or manage teaching to masters level	