



Winter 2013

Make your mark. Bring healing to East Africa.

LifeNet International (LN) is currently recruiting a **Medical Director** to lead our medical program and team of local nurse trainers to impact health outcomes in our partner clinics and hospitals in Burundi, East Africa.

LN is a nonprofit organization that creates innovative solutions for the everyday health challenges facing East Africa's poor. In 2011, LN launched a conversion franchise network in Burundi, East Africa to build the capacity of 10 local church-based clinics and hospitals through nurse training, management systems, growth financing, and medicine supply. We have rapidly expanded upon this foundation and target 60 partner facilities in Burundi by year-end 2014. Our goal is to improve clinical performance 50% within 24 months of partnership, but we regularly see performance double in that time. In addition, LN aims to help clinics achieve financial sustainability through our medicine supply and loan fund. We are planning to build on our success to expand the program in Uganda in 2015 and other African countries following that.

Burundi ranks as the third least developed country in the UN Human Development Index. Under five mortality is a staggering 141.9 per 1,000 children. The country's roughly 300 doctors serve a population of 8.5 million people and are largely concentrated in Bujumbura, the capital, where only 10% of the population live. LN aims to make significant and sustainable improvements in the health of Burundi's poor through our clinical network.

JOB DESCRIPTION

The Medical Director will be instrumental to LN's rapid growth and health impact and will report directly to the Country Director. We are looking for an extraordinary individual with the drive and ability to lead a team, deliver results, and create scaled impact.

Product Development Oversee the development, refinement, and referencing of medical training products, including health worker training lessons, curriculum, and operational tools. LN's core curriculum focuses on infection prevention, safe childbirth, medication administration, physical assessment, and wound care. We are seeking to develop compassionate medical practitioners who listen to patients and respond with up-to-date practices and advice.

Program Management and Implementation Develop and manage program implementation plans to achieve LN objectives and positive health outcomes. Crucially, manage a team of 5-10 local nurse trainers to deliver medical training in 60+ clinical locations

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at scale. Enable your team to accomplish their goals through one-on-one mentoring, problem solving, and day-to-day operational support.

Monitoring & Evaluation Oversee measurement of clinical performance, using LN's Quality Scorecard metric, to accurately capture baseline performance and subsequent improvement.

Innovation Ensure LN delivers on our promise to impact the health outcomes of our partner clinics. Use aggregate quantitative and qualitative data to drive LN innovation of our training curriculum, in-clinic systems and tools, and nurse trainer development.

Relationship Management Maintain good relationships with LifeNet clinic partner head nurses and doctors and provide them quality, useful feedback. Also, maintain professional and fruitful relationships with Ministry of Health officials at the local and national levels.

QUALIFICATIONS

- Strong academic performance with professional qualifications in health (RN, MPH, Nurse Practitioner or Physician Assistant, MD, or European/UK equivalents)
- 2 - 4+ years experience in a clinical or public health setting with a proven ability to impact organizational performance and health outcomes; experience teaching is a plus
- Experience living and working in a developing country
- Professionalism and tenacity in challenging physical, emotional, and ethical contexts
- French and English fluency (writing and speaking)
- Proven experience effectively communicating in cross-cultural contexts
- Experience with USAID, EU, or other major donor funded projects is a plus
- Alignment with LN's Christian identity and mission philosophy and ability to work with all denominations
- 2 year minimum commitment

COMPENSATION AND BENEFITS

- Modest salary to start with performance-based incentives
- Maintenance of medical licenses (in one US state)



- Continuing medical education
- Health insurance
- Annual flight home
- Shared housing and transportation

CONVERSION FRANCHISE

LN operates a conversion franchise network of church-based clinics and hospitals throughout Burundi, East Africa. Our franchise bundles innovative nurse training, management coaching, medicine supply, and access to growth financing in one package for our partners. In exchange, the clinical franchisee agrees to implement and uphold LN standards of care as well as contribute in-kind lodging and meals that enable LN to deliver training operations and truly build clinics' capacity to sustain themselves. We are growing our current network of 43 clinics and hospitals and target 60 partnerships by year-end 2014.

Based on findings from our pilot, LN focused its partnerships on church-based health facilities as a means to effect systemic and sustainable impact in the Burundian health sector. Churches operate health facilities as social enterprises that balance a primary mission of compassion with the need for financial self-sustainability. Additionally, many churches operate networks of clinics and hospitals with strong in-place management teams that make them ideal for LN partnerships.

APPLY

Send a cover letter and resume or CV to sweiland@LNinternational.org, with "Medical Director" in the subject line.

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