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Introduction

KHPT is a not-for-profit charitable entity that spearheads focused initiatives to improve the health and wellbeing of communities in India. In 2003, KHPT was founded with a mission to enhance the health and wellbeing of vulnerable communities and our journey started with the focus on reducing the prevalence of HIV in Karnataka, specifically among most at-risk populations. These interventions were evidence-driven, systematically planned, rigorously implemented, and monitored. We succeeded in scaling impact well beyond Karnataka and KHPT became a learning site for innovative approaches. We work primarily in the fields of Maternal, Neonatal & Child health (MNCH), Tuberculosis (TB), Adolescent Health (AH), and Comprehensive Primary Health Care (CPHC).

KHPT is seeking application for the following positions.

Nurse Mentor

Positions: 8

Location: Chitradurga , Karnataka

Project: CAR_SJRI_ICMR_Chitradurga Project

Qualification, Skills & Competencies

- Registered Nurse with a valid license to practice (KMC registration is a must).
- M.Sc/B.Sc Nursing/ or GNM with experience in MNCH with 3-5 years of experience working in the Public/Private facilities /public health sector as a nurse mentor/ staff nurse or any other relevant experience.
- Prior clinical experience with RMNCH service delivery; Clinical competence in the care of small and sick new-borns at facilities with advanced knowledge of neonatal care principles, procedures, and best practices preferred.
- Knowledge and experience working with Government health systems.
- Strong communication and interpersonal skills, with the ability to effectively mentor and support nursing staff.
- Demonstrated leadership abilities and a commitment to fostering a positive learning environment.
- Willingness to engage in continuous professional development to stay abreast of advancements in neonatal care and execute necessary activities as required by the project.
- Willingness to travel extensively to facilities within the district
- Have empathic attitude and team facilitation skills.
- Fluency in written and spoken English and Kannada

Roles and Responsibilities

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- Build rapport with facility staff and execute participatory, self-assessment exercises with the health care teams to identify gaps and needs in various aspects of MNCH care; identify areas for improvement in competencies or further training and other solutions.
- Provide orientation and mentoring support to nursing staff working in ObG, Neonatology, Paediatric unit with special focus on ANC, Intra-Partum care, PNC, Newborn/Neonatal, Infant and Child care, including new hires and experienced nurses ensuring they are equipped with the necessary skills and knowledge to provide high-quality care to neonates.
- Plan and develop quality improvement initiatives at the health facilities to help achieve project objectives.
- Serve as a clinical resource for nursing staff, offering guidance on complex cases, procedures, and protocols.
- Stay updated on best practices, guidelines, and advancements in MNCH care and disseminate relevant information to nursing staff through actively participating in relevant training programs, conferences, and workshops.
- Nurse mentors are encouraged to actively seek feedback from nursing staff to evaluate the effectiveness of mentoring programs and make necessary adjustments.
- Ensure quality of data collection in all facility assessments; quality improvement and project activities.
- Inform Specialist Mentors about the critical gaps and key areas of focus before Specialist Mentors scheduled visit.
- Prepare monthly plans in consultation with facility staff and submit reports to the district lead.

Reporting

The Nurse Mentor will be reporting to the Project officer – Medical, KHPT.

Remuneration

The compensation for the above-mentioned position/s will adhere to internal policies and market standards, determined by qualifications, relevant experience, budget availability, internal parity, and interview performance

KHPT is committed to providing a safe and supportive work environment for all employees. We uphold the principle of equal opportunity and actively welcome female applicants. In addition, we encourage individuals with physical challenges, provided they possess the necessary skills and knowledge, and are willing to travel to apply. We seek candidates who can seamlessly integrate into our non-discriminatory, inclusive, and equitable organizational culture.

We will follow a systematic selection process to fill this position, taking into account experience, competency, suitability, aptitude to work with our health programs, and extensive knowledge of the areas we work in. Only candidates

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who meet our shortlisting criteria will be invited for an interview.

The above position demands excellent communication, interpersonal and computer skills and also involves travel. Preference will be given to candidates who have work experience in the relevant field and local candidates with required experience and skillsets.

The above-mentioned position requires outstanding communication, interpersonal, and computer skills, as well as the willingness to travel. Preference will be given to candidates with work experience in the relevant field and local candidates who possess the necessary experience and skill sets.

How to apply

Prospective candidates should submit their applications by clicking the "[Apply Online](#)" button next to the relevant vacancy on our current openings page at <https://www.khpt.org/work-with-us/>.

The deadline for submissions is 28th Oct 2024.