



*Below is a basic Scope of Work, which will be modified and improved based on one's field of expertise and host site.*

**Country:** Ethiopia  
**Host site:** Medical Education Initiative Medical Schools  
**Partner organization:** AIHA/Ethiopia  
**Assignment title:** Medical Instructor (pre-clinical and clinical instructor)  
**Length of assignment:** 6 months-1 year

**OVERVIEW OF VOLUNTEER ASSIGNMENT**

Ethiopia, like other countries with limited resources, suffers from a significant human resources for health (HRH) shortage. With a current physician ratio of less than one per every 25,000 people, Ethiopia is in the process of rapidly scaling up its number of physicians. Medical education in Ethiopia has traditionally been taught with limited integration between the basic and clinical sciences; insufficient attention to teaching communication skills, problem-solving skills, and social aspects of health; and an overload of biomedical detail. In an effort to remedy these deficiencies, Ethiopia's Federal Ministry of Health (FMOH), in collaboration with the Federal Ministry of Education (FMOE) and other partners, has developed strategies to address its health workforce challenges by introducing the Medical Education Initiative (MEI).

MEI seeks to transform the traditional medical curriculum to modular, integrated curriculum with an emphasis on building critical thinking capacity of medical students and supporting experiential and collaborative learning through information technology. The use of information technology such as skills labs and medical simulations are important features of the new curriculum. In addition, the new medical curriculum adopts alternative teaching and learning strategies that challenge students to become self-directed learners fully capable of seeking and implementing evidence-based research and guidance in the clinical decision-making process. In addition to revamping the medical education curriculum, the FMOH has also undertaken the aggressive expansion of higher education by opening 13 new medical schools. However, many of these newly opened schools face significant challenges, including a shortage of qualified instructors and educators, insufficient infrastructure, and a lack of learning resources — particularly those that focus on problem-based learning (PBL), professional competency development (PCD), and social and population health (SPH).

The American International Health Alliance (AIHA) is working closely with the FMOH to improve medical education by actively recruiting both Ethiopian Diaspora and expatriate physicians through our Volunteer Healthcare Corps (VHC). We are seeking volunteers to support the Ministry's MEI by teaching courses in basic sciences, including biochemistry, immunobiology and virology, pharmacology, medical physiology, medical ethics, neuroscience, public health, pathology, general and systematic anatomy, as well as by providing hands-on clinical instruction and mentoring. In addition, volunteers will play a role in institutional development and support activities, such as providing training to local faculty on curriculum and learning materials development, evaluation of MEI medical schools, and advising/consulting of the Health Science Education Development Center (HSEDC). Current needs focus on pre-clinical sciences therefore our priority is to identify and place candidates with multifunctional expertise to help educate Ethiopia's next generation of doctors.

### **In-country Placement Site:**

The volunteer will be assigned to one of the 13 new medical colleges throughout Ethiopia. The placement will be decided based on individual need for experts in a particular discipline as identified by a gap assessment.

<b>Length of Assignment:</b>	6 months-1 year (8 hours per day; 5 days per week)
<b>Name and Title of Supervisor:</b>	TBD (Supervisor at Medical School)
<b>Name and Title of Counterpart:</b>	TBD (Local Instructor)

### **Volunteer Qualifications:**

#### *Required:*

- Medical doctor, GPs (specialists and sub-specialists), PhD/MS in biological sciences (anatomy, histology, biochemistry, physiology, neuroscience, etc.) and MS in nursing
- More than two years lecturing or mentoring at the undergraduate/postgraduate level
- Familiarity with the modular approach to medical education and its implementation
- Experience in implementation of collaborative research
- Proven ability and track record of delivering tasks within the expected timeframe
- Proficient knowledge of relevant literature and journal search engines/databases
- Experience in effective teaching and preparation of teaching materials
- Experience in student assessment

#### *Preferred:*

- Self-motivated, with the ability to take initiative to identify needs and address them effectively
- Strong written and verbal communication skills
- Ability to work independently as well as within a team
- Familiarity with Ethiopian healthcare context
- Previous experience working in low-resource settings
- Excellent interpersonal skills and demonstrated ability to develop cooperative working relationships
- Experience in postgraduate coordination

### **OBJECTIVE OF THE VOLUNTEER ASSIGNMENT**

Volunteers involved with MEI will be deployed to one of 13 new medical schools in Ethiopia as crucial medical instructors both teaching and advising students and fellow staff. Through a modular-integrated curriculum approach to medical education, pre-clinical instructor volunteers will teach medical students basic sciences such as microbiology, anatomy, biochemistry, and physiology, or a topic in their field of expertise. Clinical volunteer medical educators will support clinical training at the associated teaching hospitals by strengthening clinical teaching and student acquisition of professional competencies and skills. Thus, students will be able to connect classroom learning with problem-based skills lab activities. On a wider scale, volunteers will also help to review and edit the revised MEI curriculum.



## ACTIVITIES OF THE VOLUNTEER ASSIGNMENT

### Volunteer Activities:

- Pre-clinical volunteers will engage in teaching medical students on the topic of their particular expertise in basic sciences as stated in the MEI curriculum and participate in the following teaching responsibilities:
  - Contribute to curriculum development for basic sciences modules and lectures
  - Develop teaching and learning materials
  - Prepare, proctor, and grade student examinations
- Clinical volunteers will engage in the clinical training of third- and fourth-year medical students; supervise and precept students at their clinical attachments in clinics and district hospitals; work with university dean, department head, academic vice president, and clinical and pre-clinical coordinator to evaluate the academic strengths and weakness of the institution and develop a plan for sustainable improvements
- Volunteers will assist with improving national capacity to conduct high-level research in pertinent topics
- Volunteers will provide leadership in their area of expertise; introduce and/or enhance evidence-based scientific information, technologies, and ideas within MEI institutions
- With AIHA support, volunteers will collaborate and coordinate with other VHC medical instructors at MEI schools to share best practices and lessons learned to ensure optimal efficiencies and continuous quality improvement.

## VOLUNTEER ASSIGNMENT DELIVERABLES

### AIHA Deliverables:

- Completed volunteer work plan, including a “SMART” objective(s), expected outcomes, activities, a timeline for completion, and output indicators, if applicable
- Quarterly progress reports, which mirror the volunteer work plan, to track progress toward assignment objectives, key accomplishments, challenges, and steps taken to address these challenges (submitted to both AIHA and the host institution)
- Final cumulative report
- Final volunteer survey (10 questions) and end-of-placement interview

### Additional Deliverables:

- Prepared teaching package, including but not be limited to:
  - Teaching materials, presentation slides, notes, modules, manuals, and course outlines to provide structure and standardization to the medical curriculum
  - Videos of lecture series for particular modules (this activity will be coordinated and supported by AIHA)
- Other, as applicable

## RESPONSIBILITIES OF PARTICIPATING STAKEHOLDERS

### Volunteer:

- Complete the Volunteer Assignment Action Plan within the first two weeks of placement; complete the scope of work in the specified timeframe



- Report challenges as they arise and collaborate with the host institution and AIHA to address challenges in a timely manner
- Complete and submit all deliverables to AIHA and the host institution, including the final survey after the volunteer assignment is completed

**Host Institution:**

- Identify a suitable site and assignment for the volunteer that ensures the sustainability of his/her activities
- Provide necessary resources so the volunteer can successfully carry out his/her assignment
- Complete and submit final survey to AIHA after the volunteer assignment is completed

**AIHAHIV/AIDS Twinning Center:**

- Conduct pre-assignment orientation for volunteer and host institution staff
- Provide ongoing support to volunteer as needed
- Monitor volunteer's progress toward achieving his/her objective(s); include data in quarterly reports
- Administer final surveys and collect feedback from the volunteer and host institution after volunteer assignment has been completed