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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: 6 +1

Location: Koppal-6 & Mysore- 1, Karnataka

Qualification, Skills & Competencies

- Registered Nurse with a valid license to practice.
- Bachelor's degree (BSc) in nursing or any relevant field 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

- 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 new-born care; identify areas for improvement in competencies or further training and other solutions.

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- Provide orientation and mentoring support to nursing staff working in pediatric unit with special focus on neonatal and infant 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 neonatal/ pediatric 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 District Lead of the project.

Remuneration

The remuneration for the above positions will be fixed in line with internal policies and market standards which will be set based on qualification, relevant experience, budget availability and interview performance.

KHPT provides a safe working environment for all its employees; follows the principle of equal opportunity and encourages women applicants to apply. Also, individuals who are physically challenged with the required skills /knowledge and who are willing to travel are also encouraged to apply.

We will be following a systematic selection process to fill this position based on experience, competency, suitability, aptitude to work with our health programmes and in-depth knowledge of thematic areas we work. Only shortlisted candidates 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.

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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 30th April, 2024.