

Proposed Terms of Reference for

Professional Fellowships (Cohort II) in   
**Timor-Leste**

The UK Fleming Fund addresses the global challenge of antimicrobial resistance (AMR) and antimicrobial use (AMU). The Fleming Fellowship Scheme aims is to advance the goals of the Fleming Fund by supporting the professional development of key practitioners and change-makers to enhance investments made through Country and Regional Grants. Fleming Fellowships provide customised professional development and do not result in the award of a formal degree or a diploma.

Following successful delivery of Cohort I Professional Fellowships, the Fleming Fund Management Agent is extending the Fellowship Scheme to a second cohort (Cohort II). Cohort II will seek to engage a wider range of One Health professionals and build on the work of Cohort I.

Terms of Reference (ToR) for the Fleming Fund’s Professional Fellowships (Cohort II) in Timor-Leste comprise two parts:

1. **General ToR including eligibility criteria and information that applies to all Cohort II Fellowships**
2. **Specific ToR for each individual Cohort II Fellowship.**

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# General ToR for All Professional Fellowships (Cohort II)

## Extending Knowledge Dissemination and One Health Collaboration

### Key areas for development of all Professional Fellowships (Cohort II)

The Fellowship will provide support and mentoring to all Cohort II Fellows to:

#### Enhance knowledge of antimicrobial resistance and its economic and social impact

#### Improve the ability of the Fellows to use country-level data on AMR to influence policy

#### Improve the use and interpretation of AMR & AMU data

#### Improve the dissemination of relevant knowledge and skills in their ‘Beneficiary Institution’

#### Strengthen One Health collaboration

### Eligibility criteria for Fleming Fellowships

To be eligible for a Fellowship, candidates must meet the following criteria:

* Be a citizen or resident of Timor-Leste
* Be available and commit to participating fully in the Fellowship programme on a part-time basis for the full duration (expected to be 9-12 months), based on agreement with the Beneficiary Institution
* Be proficient in communication and the use of computers, including basic word processing, spreadsheet software, and use of the internet.
* Meet the language proficiency requirements described below
* Submit a full application form including the section acknowledging support by the relevant Beneficiary Institution, and attaching all required documentation including two referee’s letters and forms

Fellowships are part-time (approx. 0.3 – 0.5 FTE) and are conducted whilst the candidate continues their normal duties. Successful candidates are therefore expected to remain in the employment of their Beneficiary Institution for the duration of the Fellowship. Fellows may also:

* Undertake travel within their home country and/or internationally – these trips could be up to three or four weeks depending on the circumstances.
* Enter into an agreement with the designated Host Institution regarding code of conduct

### Specific language proficiency requirements

The applicant must provide evidence of proficiency in written and spoken English by either:

* Having completed an internationally recognised language proficiency test in the last 24 months (e.g. IELTS - International English Language Testing System, TOEFL - Test of English as a Foreign Language, or other internationally recognised proficiency test)

**or**

* Completed a tertiary academic qualification in the last 24 months that was taught in English

**or**

* Providing alternative evidence of current proficiency in the specified language that is acceptable to the Fleming Fund Management Agent

Applicants who cannot provide sufficient recent evidence of the required language proficiency may be required to sit a language test. The Management Agent may consider supporting language proficiency training for selected Fellows who meet all other criteria.

### Intended Start Date and duration

The Fellowships are intended to start November 2020 and be 12 months in duration, ending in December 2021.

### Schedule

Application, candidate selection and confirmation of Fleming Fellows are proposed to proceed according to the following schedule:

|  |  |
| --- | --- |
| **Stage** | **Date:** |
| Beneficiary Institutions and stakeholders agree to Fellowships | September 2020 |
| Selection of Host Institution(s) | September 2020 |
| Selection of Fellows | October 2020 |
| Finalisation of Fellowship Work Plan & Agreement | November 2020 |
| Fellowship begins | November 2020 |
| Fellowship ends | December 2021 |

**Completed applications forms and all accompanying documentation must be sent to:**

Cheewarat Kaewsangkwan, SEA Regional Fellowship Scheme Officer at [Cheewarat.K@mottmac.com](mailto:Cheewarat.K@mottmac.com) and [flemingfundSEA@mottmac.com](mailto:flemingfundSEA@mottmac.com) **by 18th October 2020**

# Specific ToR for Individual Fellowships (Cohort II)

## AMR Practice One Health – (NDDC) TL21

### Beneficiary Institution

**National Directorate for Disease Control (NDDC)***Ministry of Health (MoH)*

### Objectives

* To strengthen the Fellow’s capability to compile and review evidence, advise on policies and programmes on AMR in the One Health sector
* To develop leadership skills in AMR epidemiology, policy and practice

### Key areas for development of this Fellowship

The Fellowship will provide training and mentoring specific to the needs of the Beneficiary Institution and the Fellow in:

#### AMR epidemiology and knowledge management

#### Policy and programme review, advice and advocacy

### Fellowship success

By the end of the Fellowship, the Fellow will have:

* Received mentoring/training inputs provided by the Host Institution in line with the focus areas
* Contributed to collaborative One Health activities with Fellows from all sectors
* Undertaken capacity building activities for their Beneficiary Institution, using knowledge and techniques gained through the Fellowship
* Contributed to communities of practice across One Health sectors
* Contributed to One Health workshops, meetings or other activities focusing on advancing antimicrobial resistance surveillance and prudent antimicrobial use
* Supported the Professional Fellows (Cohort I), Policy Fellows and where appropriate AMR surveillance leaders by improving uptake and use of data and evidence within their institution.

### Eligibility criteria for the AMR Practice – One Health Fellowship (NDDC)

In addition to those in Section A, candidates for the AMR Practice – One Health Fellowship in NDDC must meet the following criteria:

* Be endorsed by and accountable to NDDC through employment
* Hold relevant education and training qualifications, and/or relevant professional experience
* Be working in a position that enables the candidate to advise on AMR/AMC/AMU actions in Timor-Leste
* Show evidence of experience and leadership potential in advocacy within their institution and create opportunities to influence others in the One Health sectors.

**B: Specific ToR for Individual Fellowships (Cohort II)**

## AMR Clinician – Human Health (NHGV) TL22

### Beneficiary Institution

**National Hospital Guido Valadares (NHGV)**  
*Ministry of Health (MoH)*

### Objectives

* To provide training that will strengthen the Fellow’s ability to support AMU/AMR surveillance in NHGV
* To provide the skills required to interpret laboratory and other data to design AMR control strategies which can be used in NHGV and other sites
* To contribute to the sustainability of AMR and AMU surveillance by acquiring skills in training and implementing training programmes

### Key areas for development of this Fellowship

The Fellowship will provide training and mentoring specific to the needs of the Beneficiary Institution and the Fellow in:

#### Understanding the drivers of antimicrobial resistance in the healthcare setting, and the relative contributions of other sectors

#### Analysis and interpretation of AMR and AMU data to improve use of antimicrobials

#### Understanding the role of the microbiology laboratory and promoting diagnostic stewardship

#### Understanding behaviour change theory in relation to AMR, and developing an evidence-based approach to improve use of antimicrobials

#### Understand what other sectors are doing to control use of antimicrobials / contain spread of resistant organisms

### Fellowship success

By the end of the Fellowship, the Fellow will have:

* Received mentoring/training inputs provided by the Host Institution in line with the focus areas
* Contributed to collaborative One Health activities with Fellows from all sectors
* Learnt how to collect scientifically robust evidence on AMU and AMR
* Acquired skills which allow analysis and interpretation of AMU and AMR surveillance data to inform prescribing practices and future surveillance priorities
* Contributed to One Health communities of practice and supported Professional Fellows (Cohort I), Policy Fellows and where appropriate AMR surveillance leaders by improving uptake and use of data and evidence within their institution.
* Developed leadership and communication skills to allow them to become an advocate for improving antimicrobial surveillance and use of antimicrobials
* Contributed to One Health workshops, meetings or other activities focusing on advancing antimicrobial surveillance and prudent antimicrobial use

### Eligibility criteria for the AMR Clinician Fellowship in NHGV

In addition to those in Section A, candidates for the AMR Health Informatics Fellowship in NHGV must meet the following criteria:

* Be endorsed by and accountable to NHGV through employment
* Hold a medical degree and have relevant professional experience
* Be working in a position that enables the candidate to work with laboratory and pharmacy staff to understand their roles, and to work with other clinicians regarding their prescribing practices
* Be able to lead / chair a site AMR group (e.g. Antimicrobial Stewardship Committee or similar)
* Show evidence of experience and leadership potential in advocacy within their institution and create opportunities to influence others in the One Health sectors.

**B: Specific ToR for Individual Fellowships (Cohort II)**

## AMU/C Surveillance Pharmacy – Human Health (NDPM) TL23

### Beneficiary Institution

**National Directorate of Pharmacy and Medicine (NDPM)**  
*Ministry of Health (MoH)*

### Objectives

* To provide training that will strengthen the Fellow’s ability to support AMU/AMC surveillance in NDPM and produce evidence of AMU practices in healthcare settings and communities
* To provide the skills required to design AMU surveillance and analyse data and results to inform policies or actions in NDPM, which reduce the overuse of antibiotics
* To contribute to the sustainability of AMU surveillance in NDPM by acquiring skills in training and implementing training programmes

### Key areas for development of this Fellowship

The Fellowship will provide training and mentoring specific to the needs of the Beneficiary Institution and the Fellow in:

#### The design and implementation of AMU data collection in hospital and other healthcare settings

#### The analysis and interpretation of AMU data and assessment of antibiotic prescribing practices in the context of data on AMR

#### The support of appropriate antibiotic use through the delivery of trainings programmes and workshops

### Fellowship success

By the end of the Fellowship, the Fellow will have:

* Received mentoring/training inputs provided by the Host Institution in line with the focus areas
* Contributed to collaborative One Health activities with Fellows from all sectors
* Learnt how to collect scientifically robust evidence of antimicrobial use (AMU) patterns
* Learnt how to collect and interpret AMC data and understand the shortcomings
* Acquired skills which allow analysis and interpretation of AMU/AMC surveillance data to inform prescribing practices and future surveillance priorities
* Contributed to communities of practice involving the human and animal health sectors
* Contributed to One Health workshops, meetings or other activities focusing on advancing antimicrobial surveillance and prudent antimicrobial use
* Supported Professional Fellows (Cohort I), Policy Fellows and where appropriate AMR surveillance leaders by improving uptake and use of AMU/C data and evidence in their institution.

### Eligibility criteria for the AMU/C Surveillance Fellowship in NDPM

In addition to those in Section A, candidates for the AMU Surveillance Fellowship in NDPM must meet the following criteria which are specific to this Fellowship:

* Be endorsed by and accountable to NDPM through employment
* Hold a medical or pharmacy degree, and/or have relevant professional experience
* Be working in a position that enables the candidate to collect data on antibiotic prescriptions in hospitals, and to work with clinicians regarding their prescribing practices
* Show evidence of experience and leadership potential in the field of AMU in human medicine and pharmacy.

**B: Specific ToR for Individual Fellowships (Cohort II)**

## AMU/C Surveillance – Animal Health (NDV) TL24

### Beneficiary Institution

**National Directorate for Veterinary (NDV)***Ministry of Agriculture and Fisheries (MAF)*

### Objectives

* To provide trainings that will strengthen the Fellow’s ability to support AMU/AMC surveillance in NDV for priority animal production systems and produce evidence of AMU practices.
* To provide trainings that will strengthen the Fellow’s ability to improve the accuracy and completeness of AMU/C data reported by Timor-Leste to the World Organization for Animal Health (OIE).
* To contribute to the sustainability of AMU/C surveillance in Timor-Leste by implementing training programmes.

### Key areas for development of this Fellowship

The Fellowship will provide training and mentoring specific to the needs of the Beneficiary Institution and the Fellow in:

1. Design and implementation of AMU data collection for priority animal production systems included in AMR surveillance and collection of AMC data at the national level.
2. Analysis and interpretation of AMU/C data in the context of data on AMR and make appropriate recommendations.
3. The support of AMU surveillance and appropriate antibiotic use information sharing.

### Fellowship success

By the end of the Fellowship, the Fellow will have:

* Received mentoring/training inputs provided by the Host Institution in line with the focus areas
* Contributed to collaborative One Health activities with Fellows from all sectors
* Learnt how to collect scientifically robust evidence of antimicrobial use (AMU) patterns
* Learnt how to collect and interpret AMC data and understand the shortcomings
* Acquired skills which allow analysis and interpretation of AMU surveillance data to inform veterinarians, animal producers and technical staff in the sector regarding antimicrobial use and to inform future surveillance priorities
* Contributed to One Health communities of practice involving the animal and human health sectors
* Contributed to One Health workshops, meetings or other activities focusing on advancing antimicrobial surveillance and prudent antimicrobial use
* Supported Professional Fellows (Cohort I), Policy Fellows and where appropriate AMR surveillance leaders by improving uptake and use of AMR data and evidence in their institution.

### Eligibility criteria for the AMU Surveillance Fellowship in NDV

In addition to those in Section A, candidates for the AMU Surveillance Fellowship in NDV must meet the following criteria which are specific to this Fellowship:

* Be endorsed by and accountable to NDV through full-time employment.
* Hold at least an undergraduate qualification in veterinary medicine or epidemiology, and/or relevant professional experience
* Be working in a position that enables the candidate to conduct a field-based survey of AMU
* Show evidence of experience and leadership potential in the field of AMU/C in veterinary medicine, epidemiology and/or animal production.