

Proposed Terms of Reference for

Professional Fellowships (Cohort II) in **Nepal**

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 Nepal 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 Nepal
* 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 9-12 months in duration, ending in January 2022.  
  
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 | January 2022 |

**Completed applications forms and all accompanying documentation must be sent to Garima Singh at Garima.singh@mottmac.com by 30 September 2020.**

# Specific ToR for Individual Fellowships (Cohort II)

## AMU Surveillance – Human Health (WRH) NP21

### Beneficiary Institution

**Western Regional Hospital, Pokhara (WRH)**

### Objectives

* To provide training that will strengthen the Fellow’s ability to support AMU/AMC surveillance 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 the Fellow’s hospital, which reduce the overuse of antibiotics
* To provide skills to strengthen health information management
* 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:

1. The design and implementation of AMU data collection in hospital and other healthcare settings
2. The analysis and interpretation of AMU data and assessment of antibiotic prescribing practices in the context of data on AMR
3. The support of appropriate antibiotic use through the delivery of training programmes and workshops

### Fellowship success

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

* Learnt how to collect scientifically robust evidence of antimicrobial use (AMU) patterns
* Acquired skills which allow analysis and interpretation of AMU/AMC surveillance data to inform prescribing practices and future surveillance priorities
* 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 AMU Surveillance Fellowship in WRH

In addition to those in Section A, candidates for the AMU Surveillance Fellowship in WRH must meet the following criteria: must meet the following criteria:

* Be endorsed by and accountable to WRH 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 the Fellow’s hospital
* 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 Surveillance – Human Health (MOHP) NP22

### Beneficiary Institution

**Ministry of Health and Population of Nepal (MOHP)**

**Objectives**

* To provide training that will strengthen the Fellow’s ability to support AMU/AMC surveillance 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 Nepal, which reduce the overuse of antibiotics
* To provide skills to analyse regional patterns of AMU and AMR data to inform policies or actions to reduce AMR in Nepal
* To provide skills to strengthen health information management
* 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:

1. The design and implementation of AMU data collection in hospital and other healthcare settings
2. The analysis and interpretation of AMU data and assessment of antibiotic prescribing practices in the context of data on AMR
3. The support of appropriate antibiotic use through the delivery of training programmes and workshops

### Fellowship success

* Learnt how to collect scientifically robust evidence of antimicrobial use (AMU) patterns
* Acquired skills which allow analysis and interpretation of AMU/AMC surveillance data to inform prescribing practices and future surveillance priorities
* 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.
* Use the skills acquired to plan, analyse and present evidence of antimicrobial resistance (AMR) and antimicrobial use (AMU) using national surveillance data
* Acquired skills to improve interpretation of surveillance data across sectors to inform future surveillance priorities

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

In addition to those in Section A, candidates for the AMU Surveillance Fellowship in MOHP must meet the following criteria:

* Be endorsed by and accountable to MOHP 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 Nepal
* 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)**

## AMC Surveillance – Human Health (DDA) NP23

### Beneficiary Institution

**Drug Development Administration (DDA)**  
*Ministry of Health and Population (MoHP)*

### Objectives

* To provide training which strengthens the Fellows ability to support AMC Surveillance in DDA for mapping of antimicrobial distribution pathways including collection of data on manufacturing, import, use , distribution, destruction and export in both Human and Animal health sectors
* To provide the skills required to design AMC surveillance and analyse data and results to inform policies or actions in Nepal, which reduce the overuse of antibiotics
* To contribute to the sustainability of AMC surveillance in Nepal 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 AMC data collection in Nepal.

#### 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:

* Learnt to how to map Antimicrobial distribution pathways in Nepal
* 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
* 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
* Taken a supporting role in establishing National AMR Data Networking in Nepal
* Assisted capacity building activities for their Beneficiary Institution, using knowledge and techniques gained through the Fellowship
* Contributed to One Health workshops, meetings or other activities focusing on advancing antimicrobial resistance 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 AMC Surveillance Fellowship in DDA

In addition to those in Section A, candidates for the AMC Surveillance Fellowship in DDA must meet the following criteria:

* Be endorsed by and accountable to DDA through employment
* Hold a relevant qualification in epidemiology /pharmacology and/or relevant professional
* experience
* Be working in a position that enables the candidate to develop and advise on AMR/AMC/AMU actions in Nepal
* 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 Laboratory – Animal Health (NAL) NP24

### Beneficiary Institution

**National Avian Lab (NAL), Chitwan**  
*Central Veterinary Laboratory*

### Objectives

* To train the Fellow in laboratory diagnosis, data recording and interpretation, and laboratory systems which are appropriate to the AMR surveillance system in Nepal
* To train the Fellow in improved quality control in the laboratory, including supporting training and mentoring activities for others in the surveillance system
* To provide training that will strengthen the Fellow’s ability to support AMU and AMR surveillance in NAL
* To provide the skills required to interpret laboratory and other data to design AMR control strategies which can be used NAL 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:

#### Strengthening the quality of AMR diagnostic results and use of advanced diagnostic methods

#### Development and maintenance of a secure inventoried biorepository of microbial isolates

#### Laboratory quality management systems (LQMS)

1. Understanding the role of the microbiology laboratory and promoting diagnostic stewardship
2. Understanding behaviour change theory in relation to AMR, and developing an evidence-based approach to improve use of antimicrobials
3. 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:

* Used the skills acquired to improve the quality of AMR testing including use of advanced diagnostic methods and contributed to strengthened laboratory quality management systems (LQMS)
* Provided training to laboratory staff on LQMS using knowledge and training techniques gained through the Fellowship
* 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 AMR
* Contributed to One Health communities of practice and supported Professional Fellows (Cohort I), Policy Fellows and where appropriate
* 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 Laboratory Fellowship in NAL

In addition to those in Section A, candidates for the AMR Laboratory Fellowship in NAL must meet the following criteria:

* Be endorsed by and accountable to NAL through employment
* Hold a medical degree and have relevant professional experience
* Be working in a position that enables the candidate to strengthen laboratory quality management systems in NAL bacteriology laboratory
* Show evidence of experience and leadership potential in the field of quality management systems especially pertaining to bacterial culture and antibiotic susceptibility testing
* Show evidence of experience and leadership potential.