

Proposed Terms of Reference for

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

The UK Fleming Fund addresses the global challenge of antimicrobial resistance (AMR) and antimicrobial use (AMU). The Fleming Fellowship Scheme aims 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 in selected countries, 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 Tanzania 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 Tanzania
* 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, basic word processing and spreadsheet software, and the internet
* Meet the English 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 is working. Successful candidates are therefore expected to continue working for the Beneficiary Institution for the duration of the Fellowship, and may also:

* Undertake travel for periods within their home country and/or internationally. Each trip would not normally exceed 6 weeks in duration.
* 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**
* Completing 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 December 2020 and be 9-12 months in duration, ending in November 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) | October 2020 |
| Selection of Fellows | November 2020 |
| Finalisation of Fellowship Work Plan & Agreement | December 2020 |
| Fellowship begins | December 2020 |
| Fellowship ends | November 2021 |

**Completed applications forms and all accompanying documentation must be sent to Loice Epetiru at** [flemingfundESA@mottmac.com](mailto:flemingfundESA@mottmac.com) **by 20th October 2020.**

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

## AMR Laboratory – Animal Health (AL) TZ21

**Beneficiary Institution**

**Arusha Laboratory (AL)**

**Objectives**

* To train the Fellow in laboratory diagnosis, data recording and interpretation, and laboratory systems which are appropriate to the AMR surveillance system in Tanzania
* To train and support the Fellow in the maintenance and use of biorepositories in reference and surveillance laboratories
* To train the Fellow in improved quality control in the laboratory, including supporting training and mentoring activities for others in the surveillance system

**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)

**Fellowship success**

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

* Received mentoring/training in their workplace provided by the Host Institution
* 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
* Contributed to communities of practice involving both human and animal health sectors
* Contributed to One Health workshops, conferences, meetings or other activities focusing on advancing antimicrobial surveillance and prudent antimicrobial use
* Supported the Professional Fellows (Cohort I), Policy Fellows and where appropriate AMR surveillance leaders by improving the conditions that enable the productions of AMR data and evidence within their institution.

**Eligibility criteria for the AMR Laboratory Fellowship in Arusha Laboratory**

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

* Be endorsed by and accountable to the beneficiary institute through permanent employment
* Hold a microbiology or laboratory-related qualification, and/or relevant professional experience
* Be working in a position that enables the candidate to strengthen laboratory quality management systems in Central Veterinary Reference Laboratory’s 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.

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

## AMR Surveillance – Animal Health (DVS) TZ22

**Beneficiary Institution**

Directorate of Veterinary Services (DVS)

*Ministry of Agriculture, Livestock & Fisheries*

### Objectives

* To provide training which strengthens epidemiology-related capabilities and competencies in AMR surveillance in Department of Livestock and Animal Health
* To support the Fellow to make better use of scientifically robust AMR surveillance evidence to inform policies or actions to reduce AMR in Tanzania
* To contribute to the sustainability of AMR surveillance in Tanzania by developing training expertise and contributing to 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 collection and flow of AMR data from veterinary laboratories and field sites and improve interpretation of the data

#### Strengthening competency in AMR surveillance system design, evaluation, analysis and interpretation of data

#### The support of AMR information sharing across the One Health domains

### Fellowship success

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

* Received mentoring/training in their workplace provided by the Host 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
* Contributed to communities of practice involving both human and animal health sectors
* Contributed to One Health workshops, conferences, 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 the conditions that enable the productions of AMR data and evidence within their institution.

### Eligibility criteria for the AMR Surveillance Fellowship in DVS

In addition to those in Section A, candidates for the AMR Surveillance Fellowship at DVS must meet the following criteria:

* Be endorsed by and accountable to the DVS through employment
* Hold at least an undergraduate qualification in veterinary medicine or epidemiology, and/or relevant professional experience
* Be working in a position that enables access to and analysis of the AMR data generated DVS and associated surveillance sites

Show evidence of experience and leadership potential in the field of surveillance, data management, data analysis and interpretation, as applied to AMR

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

## AMU/C Surveillance – Human Health (BMH) TZ23

### Beneficiary Institution

**Benjamin Mkapa Hospital (BMH),**

*Zonal Referral Hospital, Ministry of Health*

### Objectives

* To provide training that will strengthen the Fellow’s ability to support AMU/AMC surveillance in the hospital and produce evidence of AMU practices in healthcare settings and communities in Tanzania
* To provide the skills required to design AMU surveillance and analyse data and results to inform policies or actions in Tanzania, which reduce the overuse of antibiotics
* To contribute to the sustainability of AMU surveillance in Tanzania 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 in their workplace provided by the Host Institution
* 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
* Learnt how to collect scientifically robust evidence of antimicrobial use (AMU) patterns
* Contributed to communities of practice in human and animal health sectors
* Contributed to One Health workshops, meetings and activities focusing on advancing antimicrobial surveillance and prudent antimicrobial use
* Supported the Professional Fellows (Cohort I), Policy Fellows and where appropriate AMR surveillance leaders by improving the conditions that enable the productions of AMR data and evidence within their institution.

### Eligibility criteria for the AMR Laboratory Fellowship in Benjamin Mkapa Hospital

In addition to those in Section A, candidates for the AMR Laboratory Fellowship in Benjamin Mkapa Hospital must meet the following criteria which are specific to this Fellowship:

* Be endorsed by and accountable to the Benjamin Mkapa Hospital through permanent employment
* Hold a microbiology or laboratory-related qualification, and/or 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 quality management systems especially pertaining to bacterial culture and antibiotic susceptibility testing.

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

## AMR Clinical – Human Health (BH) TZ24

### Beneficiary Institution

**Bugando Hospital (BH),**

*Zonal Referral Hospital, Ministry of Health Tanzania*

### Objectives

* To provide training that will strengthen the Fellow’s ability to support AMR and AMU surveillance in Bugando Hospital
* To provide the skills required to interpret laboratory and other data to design AMR control strategies which can be used at Bugando Hospital 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 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 Clinical Fellowship in Bugando Hospital

In addition to those in Section A, candidates for the AMR Clinical Fellowship in Bugando Hospital must meet the following criteria:

* Hold a medical degree and have relevant professional experience
* Be endorsed by and accountable to Buganda Hospital through employment
* 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
* Show evidence of experience and leadership potential.