



Kilimanjaro Christian Medical Centre
An Institution of the Good Samaritan Foundation

**All correspondence should be
Addressed to the Executive Director**

P. O. Box 3010
Moshi, Tanzania
Telephone: 255 27 2754377/83

Fax: 255 27 2754381
Email: kcmcadmin@kcmc.ac.tz Website: <https://www.kcmc.ac.tz>

VACANCY ANNOUNCEMENT

TITLE: Health systems/epidemiology post doctoral senior lecturer (1)
DEPARTMENT: Ophthalmology Department
LOCATION: KCMC Hospital, Moshi
JOB TYPE: Full Time
DURATION: Employment Contract will be 5 years.

Project: Preventing Childhood Blindness through Integration of Eye Health into Child Health Policies and Systems

Project overview

We are seeking a highly skilled and researcher to support our NIHR-funded project on preventing blindness in children through innovative health system interventions.

The project is being undertaken in Nepal and Tanzania over 5 years, and is funded by the UK's National Institute for Health and Care Research (NIHR). The project is being led jointly by the London School of Hygiene and Tropical Medicine (LSHTM), UK and Kilimanjaro Christian Medical College (KCMC), Tanzania. In each country there will be 5 studies.

Project summary

Our consortium will refine and evaluate an integrated, primary care level child eye health systems model (hereafter called "the model"), as a sustainable and scalable approach to reduce avoidable blindness in young children by increasing access to primary eye care in Tanzania and Nepal.

Globally >70.2 million children have sight loss, 1.4 million of whom are blind. Up to 80% live in low resource settings. Poor vision in early childhood affects all aspects of development which impacts their education, employment, and wellbeing. Blind children are also more

likely to die than sighted children, and carers can become anxious and depressed, with negative impacts on marriages. Most blind children are born blind from congenital conditions or become blind before the age of 5 from acquired conditions. Half of all blindness is from avoidable causes. Primary level child health care does not currently include eye care.

Aims

1. Assess health systems readiness at primary level to deliver child eye health in Tanzania and Nepal.
2. Evaluate the effectiveness and cost-effectiveness of the integrated child eye health system model.
3. Identify health policy factors affecting the scale up of integrating eye health into child health systems

Objectives - listed under the following studies:

Study 1 Health system study

- To assess health system readiness at the primary level to deliver child eye health

Study 2 Cluster RCT

- To estimate the effectiveness of the model in a cluster randomized controlled trial

Intervention package (“integrated child eye health systems model”)

The package of interventions is based on evidence from previous studies and input from stakeholders. These will be reviewed and finalized in both countries after Study1.

- Training in eye care for primary healthcare workers by integrating eye care into routine IMNCI in-service training (health workforce)
- Supportive supervision for eye care, including ongoing quality improvement (service delivery)
- Arclights provided, a low-cost eye screening tool, validated in low resource settings (essential device)
- ‘Road to Health Chart’ includes eye screening (health information)
- IMNCI clinic registers and database include eye conditions (health information)
- Referral pathways strengthened (service delivery)

Training primary level staff in the Integrated Management of Newborn and Childhood Illness (IMNCI) will be delivered using standard approaches in each country i.e., by Ministry of Health IMNCI trainers, covering all conditions or childhood, including eye conditions. The primary outcome of the trial is the number of children identified with eye conditions.

Secondary outcomes are the number of children with mild conditions who are correctly managed and the number with serious eye conditions who are referred and who access and receive high quality care. Data on the outcomes will be obtained from primary level clinic registers, IMNCI registers and database and from referral hospitals.

Study 3 Process Evaluation

- A process evaluation to investigate implementation, mechanisms of impact and contextual factors which influence the outcomes of the trial which will run alongside the trial

Study 4 Health Economics Study

- To estimate the incremental cost and cost effectiveness of the delivering the model

Study 5 Policy study

- To understand policy factors enabling and hindering sustainable scale-up of the model

Timeline

	Year 1	Year 2	Year 3	Year 4	Year 5
Study 1: health systems readiness					
Study 2: Cluster randomized trial					
Study 3: Process evaluation					
Study 4: Policy analysis					
Study 5: Economic evaluation					
Data analysis, writing up, dissemination					

The two PhD candidates in each country to work on Studies 3 and 5.

We are recruiting the following members of a research team:

1. Health Systems or Epidemiology Researcher with expertise in quantitative and qualitative research
2. Data manager

Teams will also be appointed for the field work.

Job title Health systems/epidemiology post doctoral lecturer role

We are seeking an accomplished, highly motivated and experienced quantitative researcher to be a member of the research team at KCMC. The project lasts for 5 years and is funded by the UK's National Institute for Health and Care Research (NIHR).

The research methodology for studies 1-4 will be developed collaboratively, working with relevant stake holders in workshops initially, and will then be finalised with other members of the research team and project staff at LSHTM.

Main responsibilities

To ensure that the studies undertaken for this important and complex project are executed in a timely manner and to the highest possible standards.

1. Prepare studies 1-4, working closely with the research team at LSHTM, including drafting standard operating procedures (SOPs)
2. Undertake a desk review of policies of relevance to study 1 and 3
3. Work with the research data manager to create data collection forms and databases, and electronic data collection tools
4. Assist in project planning, and ensure that pre-established work scope, study protocols, and regulatory requirements are followed
5. Prepare ethics applications
6. Undertake descriptive analysis of the data from studies 1-3 working closely with the data manager, Project Lead and project staff at LSHTM.
7. Generate reports working closely with the Project Lead
8. Train and supervise the field coordinator and the data collectors
9. Provide information to the Project Lead for quarterly reports to the funder (NIHR)
10. Supervise a PhD student during study 3 (process evaluation)
11. Contribute to dissemination of the findings in peer reviewed publications, conferences and meetings

Responsibilities for specific studies

Study 1 (Baseline study): The workshop for Study 1 will take place in early 2015. After the workshop, the postholder will finalise the protocol, all the data collection instruments and databases for study 1, working closely with the data manager. The postholder will prepare the ethics application for KCMC and then for NIMR. They will be responsible for training and supervising the field team coordinator and data collectors and for analysing the data from study 1. Data from Study 1 will feed into the design of Study 2 (cluster randomized trial) and study 3 (process evaluation).

Study 2 (Cluster randomized trial): A similar process will be followed as for Study 1. The postholder will work with the LSHTM lead for Study 2 to analyse the data.

Studies 3 (Process evaluation): Similar processes will be adopted for study 3 as for study 1. In addition, the postholder will supervise a PhD student.

Study 4 (Economic evaluation): A similar process will be followed as for Study 1. The postholder will work with the LSHTM lead for Study 4 to analyse the data.

PhD Student Supervision

Study 3 has been allocated to a PhD candidate and the postholder will be responsible for supervising and supporting the PhD student throughout the process evaluation. The study will be co-supervised by a member of the research team at LSHTM. The postholder will provide more advanced data analysis of study 3, if required.

Responsibilities for supervising the PhD candidate

1. Provide comprehensive research mentorship
2. Guide and support students through:
 - a. Undertaking a document review
 - b. Designing the study
 - c. Statistical methodology selection
 - d. Developing research protocol
 - e. Methodological training
 - f. Collecting specific subsets of data
 - g. Ensuring high quality data collection by the field workers
 - h. Developing a data analysis plan, analysis and write up
 - i. Presenting findings at meetings
 - j. Academic publication strategies

Other roles

Reporting and Collaboration

1. Collaborate with interdisciplinary research team members
2. Support grant reporting requirements
3. Contribute to research output and publication preparation
4. Participate in project meetings and research dissemination activities
5. Ensure adherence to:
 - a. Research protocol
 - b. Ethical guidelines
 - c. Data protection regulations
 - d. Research integrity standards

Requirements of the post

Essential

1. PhD in epidemiology, biostatistics, public health, or related quantitative field
2. Training in statistics for health-related research
3. Extensive experience of planning, preparing and managing quantitative studies and analysing data
4. First or last author of peer reviewed publications in national or international journals on epidemiological or health systems-related topics
5. Experience of supervising PhD students
6. Experience of applying for ethical approval
7. Able to stay in post for the 5 years of the project

Preferred

1. Additional postdoctoral training in implementation science
2. Previous NIHR or similar research council funding experience

Attributes

1. Excellent English both verbally and in writing.
2. Excellent communication skills.

Salary and terms

Full-term contract

Supportive research environment

Opportunities for publication and conference presentations

Start date As soon as possible

Application requirements

- Detailed CV highlighting research expertise and publications
- A covering letter to highlight how each of the requirements of the post are fulfilled
- Names and email addresses of two academic references

A transparent process will be gone through to select the most suitable applicants based on their CV and covering letter who will be called for interview.

Mode of Application:

1. Applications should be addressed to The Executive Director accompanied with certified of relevant certificates, Curriculum vitae, names and Telephone numbers of referees. The application can be dropped physical at KCMC or via mail kcmcadmin@kcmc.ac.tz
2. Closing date for receiving application is **Tuesday 14 January 2025**.