

5<sup>th</sup> Apr 2025



## 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: 1**

**Location: Thane, Maharashtra**

## Qualification, Skills & Competencies

- Registered Nurse with a valid license to practice.
- Registered Nurse with a valid license.
- Bachelor's degree in nursing or related field preferred.
- Minimum of 02 years of experience in neonatal or maternal-child care.
- Demonstrated knowledge and experience in Kangaroo Mother Care.
- Strong clinical skills and ability to teach and mentor others.
- Excellent communication and interpersonal skills.
- Ability to work independently and as part of a team.
- Strong organizational and time management skills.
- Experience in quality improvement and data analysis.
- Bilingual or multilingual skills, Marathi is a must.
- Knowledge of local cultural and social contexts related to maternal and child health.

## 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.
- The Nurse Mentor plays a critical role in the successful implementation of the Kangaroo Mother Care (KMC) project. This position involves providing comprehensive training, support, and guidance to healthcare providers in KMC practices. The Nurse Mentor will be responsible for ensuring the consistent delivery of high-quality KMC care to mothers and their preterm or low-birth-weight infants.
- Participate in the mentoring and technical trainings and meetings organized by the Project.

5<sup>th</sup> Apr 2025

- Prepare monthly plans in consultation with facility staff and Facility Coordinator.
- Visit the facilities as per plan to provide onsite mentorship.
- Build rapport with facility staff and execute participatory, self-assessment exercises with the teams to analyse the situation and identify solutions in various aspects of new-born service delivery. Facilitate team building and systems improvement and build a positive and non-blaming environment in the facility.
- Discuss and reinforce NHM guidelines and standards of care as well as the KMC Project critical care package. Focus mentoring on weighing every new born accurately, managing sick new-borns as per standards, initiating KMC for all stable & eligible new-borns, maintaining and monitor KMC, feeding as per protocol till discharge and handover effectively to FLW for continuation of KMC at home.
- Continually reinforce good practice, especially around essential elements of intra-partum and postpartum care.
- Perform case audits, observations and ask staff to demonstrate certain clinical skills to understand the competency needs of the teams.
- Based on the competency gaps, provide on the job training to teams in relation to clinical new-born services, infection prevention, drug indenting, case documentation and referral systems.
- Facilitate reflection, demonstrate and provide feedback with respect to provider – patient interaction, patient waiting time, environment in the facility.
- Along with Facility Coordinator facilitate QIC meetings and preparation of action plans from the committee members.
- Inform Specialist Mentors about the critical gaps and key areas of focus before Specialist Mentors scheduled visit.
- Participate in review meetings organized by Project team to share experiences and feedback with program officers to mobilize support from Brihanmumbai Municipal Corporation (BMC) and Department of Health and Family Welfare (DoHFW) officials in relation to drug supply, staffing, infrastructure, etc.
- **Training and Education:**
- Develop and deliver KMC training programs for healthcare providers, including nurses, doctors, and support staff.
- Provide ongoing education and mentorship to healthcare providers on KMC principles, techniques, and benefits.
- Develop and maintain educational materials and resources.
- **Clinical Support:**
- Offer clinical support and guidance to healthcare providers in implementing KMC practices.
- Observe and assess KMC care delivery to identify areas for improvement.
- Provide feedback and coaching to healthcare providers to enhance their KMC skills.
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- **Quality Improvement:**
- Collect and analyse data on KMC outcomes and identify opportunities for improvement.
- Develop and implement quality improvement initiatives to enhance KMC care.
- Participate in the development and evaluation of KMC protocols and guidelines.
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5<sup>th</sup> Apr 2025

- **Collaboration:**
- Collaborate with other healthcare professionals, including paediatricians, neonatologists, and lactation consultants, to ensure optimal KMC care.
- Work closely with community health workers and other stakeholders to promote KMC at the community level.
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- **Research:**
- Participate in research activities related to KMC to contribute to the evidence baseReporting

### Reporting

The Nurse Mentor will be reporting to the Project Officer-KHPT.

### Remuneration

The compensation for the above-mentioned position/s will adhere to internal policies and market standards, determined by qualifications, relevant experience, budget availability, internal parity, and interview performance

**KHPT is committed to providing a safe and supportive work environment for all employees. We uphold the principle of equal opportunity and actively welcome female applicants. In addition, we encourage individuals with physical challenges, provided they possess the necessary skills and knowledge, and are willing to travel to apply. We seek candidates who can seamlessly integrate into our non-discriminatory, inclusive, and equitable organizational culture.**

**We will follow a systematic selection process to fill this position, taking into account experience, competency, suitability, aptitude to work with our health programs, and extensive knowledge of the areas we work in. Only candidates who meet our shortlisting criteria 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.**

**The above-mentioned position requires outstanding communication, interpersonal, and computer skills, as well as the willingness to travel. Preference will be given to candidates with work experience in the relevant field and local candidates who possess the necessary experience and skill sets.**

5<sup>th</sup> Apr 2025



## 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/](https://www.khpt.org/work-with-us/).

**The deadline for submissions is 11<sup>th</sup> Apr 2025.**