



The Fred Hollows Foundation NZ

Papua New Guinea

“Every eye is an eye. When you are doing the surgery there, that is just as important as if you were doing eye surgery on The Prime Minister or King” – Professor Fred Hollows

Position Description

Purpose: We work to end avoidable blindness and vision impairment in the Pacific
Position: Senior Lecturer in Ophthalmology
Department: Programmes
Reporting to: Country Manager PNG
Date: June 2024

- Our Vision** A world in which no person is needlessly blind or vision impaired.
- Our Goal** Pacific people benefit from their own sustainable and resilient quality eye health systems.
- Our Values**
- Integrity:** our relationships with supporters, partners, and those with whom we work are conducted with integrity, transparency, honesty, and objectivity.
 - Responsibility:** we protect the health, wellbeing, safety and security of our workers, patients, and students.
 - Respect:** we treat people fairly, with dignity and respect.
 - Accountability:** we have a responsibility towards our people, partners and communities, as well as property and information. We adhere to laws, regulations and policies that are relevant to the areas in which we operate.

Key Purpose

The Fred Hollows Foundation Senior Lecturer in Ophthalmology (SLO) will report into the University of Papua New Guinea School of Medicine and Health Sciences Faculty of Ophthalmology and receive FHFNZ line management support through the FHFNZ Country Manager for PNG.

The role will work in close collaboration with the PNG Chief Ophthalmologist and eye care team at the Port Moresby General Hospital, and the Head of Department and eye care team at Madang Provincial Hospital Eye Clinic. Further professional and collegial support will be available through the FHFNZ Medical Director, and the network of FHFNZ-employed ophthalmologists throughout the Pacific region.

The SLO will teach, supervise, mentor, assess and support the Post Graduate Diploma of Ophthalmology (PGDO) and Master of Medicine (Ophthalmology) (MMED) registrars in Port Moresby and in provincial hospitals across PNG, ensuring that all receive adequate theoretical, clinical and surgical training in all relevant areas in order to qualify as effective eye doctors.

The SLO will work closely with Ophthalmology Faculty colleagues and Honorary Lecturers at the Port Moresby General Hospital and elsewhere in PNG to support continuous improvement in the design and delivery of eye care training programmes. The SLO will also participate in relevant eye health sector coordination groups including the PNG National Prevention of Blindness Committee and with other partners.

The role will support the FHF-PNG outreach programme, and the FHF-PNG workforce support programme which respectively provide services to rural communities, and ongoing professional development support to eye care doctors once qualified.

A key aspect of this role will be to prepare the PGDO and MMED programmes to transition to the new PNG Centre for Eye Health which is currently under development and expected to be commissioned into service in early 2026.

Responsibility	Task	Expected Outcomes
Senior Lecturer in Ophthalmology	<ul style="list-style-type: none"> • Preparation of and leadership of teaching sessions • Provide clinical and surgical training and mentorship for students as required (in Port Moresby, at students' provincial clinics across PNG, and remotely) • Participate in teaching of undergraduate medical students • Support colleagues at the Faculty of Ophthalmology • Support continuous improvement to the quality of the PGDO/ MMED programme training programmes at UPNG • Work in close collaboration with the Chief Ophthalmologist and eye care team at Port Moresby General Hospital Eye Clinic • Work in close collaboration with the Head of Department and eye care team at the Madang Provincial Hospital Eye Clinic 	<ul style="list-style-type: none"> • The PGDO and MMED programmes are coordinated and run effectively • PGDO, MMED and other relevant eye care programmes are relevant, high quality and effective • All teaching sessions are interactive and high quality • Students receive excellent theoretical, clinical and surgical training • Students are able to graduate and to move to next steps with their professional development as eye care specialists. • The UPNG Faculty of Ophthalmology works in close collaboration and coordination with key eye care teams and networks in PNG
Education & Research	<ul style="list-style-type: none"> • As part of Faculty within the UPNG School of Medicine and Health Sciences actively participate in research projects • Assist students to meet their research requirements of the course • Participate in any curriculum review as required 	<ul style="list-style-type: none"> • The Faculty of Ophthalmology actively contributes to eye health research in PNG • Student research projects are relevant and completed to a high standard
Partnerships & Advocacy	<ul style="list-style-type: none"> • Develop and maintain strong collaborative partnerships with relevant partners in Port Moresby including the National Department of Health, the National Prevention of Blindness Committee members, the University of Papua New Guinea, and Port Moresby General Hospital. • Work closely with the National Eye Care Coordinator for PNG • Work closely with provincial health authorities throughout PNG to support the ongoing development of provincial eye health services. • Work with partners to progress the planning and development of the PNG Centre for Eye Health • Attend and assist in coordinating the ophthalmology component of the annual PNG medical symposium 	<ul style="list-style-type: none"> • Eye care programmes and services in PNG are relevant and continuously improved through a collaborative approach with partners • PNG develops strong provincial eye health services countrywide • The training of eye doctors in PNG aligns with and contributes to the PNG National Eye Health Strategic Plan • The PNG Programme is supported, especially the planning and development of the PNG Centre for Eye Health

Responsibility	Task	Expected Outcomes
Clinical Governance	<ul style="list-style-type: none"> Actively participate in the FHFNZ Clinical Governance Committee Assist eye specialists in PNG to enhance their clinical skills and governance practices Support the implementation of cataract surgical outcome monitoring (CSOM) and other outcome reporting as required in PNG Actively promote and implement all relevant clinical standards 	<ul style="list-style-type: none"> Clinical governance requirements and targets are routinely achieved Continuous improvement in clinical standards enables clinicians to provide improved care to their patients WHO-informed cataract surgical outcome targets are achieved
Outreach & Workforce Support	<ul style="list-style-type: none"> Participate as a team member of the FHF-PNG outreach and workforce support teams as required Ensure that opportunities are maximised for surgical training and experience of registrars through outreach 	<ul style="list-style-type: none"> Quality surgical outreaches are delivered across PNG to reduce the cataract backlog Workforce support is provided to eye specialists across PNG to build capacity and to assure access to essential equipment
Continuous Professional Development	<ul style="list-style-type: none"> Work with partners to develop an effective Continuing Professional Development (CPD) programme for graduates Engage with the wider sector and receive CPD through attendance at the annual Royal Australian and New Zealand College of Ophthalmologists (RANZCO) conference 	<ul style="list-style-type: none"> National continuing professional development programme developed and implemented in PNG RANZCO conference is attended annually Ongoing engagement with RANZCO
Health, Safety, Security and Wellbeing	<ul style="list-style-type: none"> Actively review and promote FHF-PNG safety practices and a safety-conscious culture Ensure to understand and follow all relevant safety and security policies and processes Report all workplace accidents, incidents, near misses and any potential workplace hazards to the PNG Country Manager and others as required Follow safe methods and use safety equipment, seeking assistance or advice where the safe method of completing a job is not known Support and promote The Foundation's Health, Safety, Security and Wellbeing Policy and systems 	<ul style="list-style-type: none"> All health, safety, security and wellbeing policies and procedures are strictly followed Effective compliance with risk management and incident/near miss reporting and management procedures
Organisational Obligations	<ul style="list-style-type: none"> Comply with The Foundation's employer obligations and equal employment policies and practices. Learn and comply with all organisation policies, including but not limited to The Foundation's Code of Conduct, Safeguarding policies, 	<ul style="list-style-type: none"> All policies and procedures are adhered to.

Minimum Requirements	
Experience & Qualifications	<ul style="list-style-type: none"> Specialist Ophthalmologist with qualifications recognised by the Papua New Guinea Medical Board Manual Small Incision Cataract Surgery (MSICS) expertise essential

	<ul style="list-style-type: none"> • Prior experience in teaching and mentoring of Doctors and Allied Health personnel • Low resource setting ophthalmology work experience preferred • Familiarity of PNG or the Pacific would be an advantage
Skills & Competencies	<ul style="list-style-type: none"> • Excellent theoretic, clinical and surgical skills • Effective communicator • A demonstrated interest in teaching and learning • Commitment to sound development principles through local capacity building and enablement • Willingness to travel within PNG as required

Key Relationships	
Reports to	<ul style="list-style-type: none"> • Country Manager - PNG
Direct Report	<ul style="list-style-type: none"> • N/A
Internal	<ul style="list-style-type: none"> • Medical Director, FHFNZ • Programme Director, FHFNZ • Chief Ophthalmologist, Pacific Eye Institute, Fiji
External	<ul style="list-style-type: none"> • Faculty of Ophthalmology, UPNG • Chief Ophthalmologist National Department of Health • Port Moresby General Hospital and provincial eye care teams • Head of Department, Madang Provincial Hospital Eye Clinic • PNG National Prevention of Blindness Committee (PBL) Chair and membership • RANZCO Global Eye Health Committee • Sight for All

Disclaimer
<p>The above statements are intended to describe the general nature and level of work being performed by incumbents in the assigned job. They are not construed as an exhaustive list of all responsibilities, duties or skills required of the incumbent. From time to time, personnel may be required to perform duties outside of their normal responsibilities as needed.</p>

Acceptance			
Signed by Employee:		Date:	
Signed by Manager:		Date:	