

## **Nurse Educator Program Advisor (NEPA) - Bangladesh**

### **Context**

The *Empowering Women Through Professionalization of the Nursing Sector in Bangladesh* (ProNurse) Project's ultimate outcome is to enhance the voice, influence, and empowerment of women in the health sector in Bangladesh by pursuing three complementary intermediate outcomes which are : improved quality of gender-responsive education for female nurses in both public and private sectors in Bangladesh; improved performance and professional status of female nurses in Bangladesh; and improved enabling environment for female nurses' for increased participation in the health sector in Bangladesh.

In order to improve the quality of gender-responsive education for female nurses in both public and private sectors in Bangladesh, the project aims to enhance the institutional capacity of the Directorate General of Nursing and Midwifery (DGNM) to train nurse teachers. A National Nurse Teacher Training Center (NTTC) is currently being constructed by the ProNurse project on the grounds of the College of Nursing (CoN), Mohakhali, Dhaka, and renovations to the CoN nursing library, and auditorium are almost completed.

With the technical assistance of the University of Montreal's Faculty of Nursing and a Technical working group of Bangladeshi Nurse educators, the ProNurse project is supporting the transformation of a month-long teacher's training course into a year-long post graduate certificate level competency-based program for nurse educators. This program is due to start in November 2024 and will be delivered at the NTTC once building is completed.

### **Mandate**

We are currently looking to recruit a Nurse Educator Program Advisor (NEPA) for a 1 year contract (4 months full time in country at the beginning and part-time remote technical assistance for 8 months) to support the successful launch and implementation of the post-graduate certificate training program for Nurse Educators in Bangladesh. The NEPA will work under the supervision of the University of Montreal's team and in collaboration with the ProNurse Senior National Nursing Specialist to:

- Plan the implementation of the training program according to schedule and ensure timeline is respected
- Develop an understanding of local issues and implementation challenges
- Organize and co-facilitate (with UdeM team representatives) a pedagogical development and team-building retreat for faculty prior to program implementation
- Accompany and support the faculty to develop innovative teaching materials appropriate for competency development
- Ensure all teaching and learning materials are ready and available when needed, including all evaluation materials and academic policies
- Work closely with faculty to understand their pedagogical needs and answer questions
- Support faculty's development of competency-based teaching and learning practices
- Foster leadership development among the faculty
- Develop and implement continuous feedback modalities and tools to support faculty

- Work with faculty to develop and implement strategies to foster student engagement in their learning
- Conduct a debrief and review with faculty one-year post implementation of the program: Assess implementation barriers and facilitators, lessons learnt, and the impact of the new program on the competencies of faculty members.
- Monitor and report on program implementation and identified challenges, and provide recommendations to the University of Montreal's team
- Oversee and support all program implementation and pedagogical activities
- With the University of Montreal's team determine mandate and selection criteria for members of the Curriculum implementation sub-committee (within the NTTC Academic committee) and form the committee
- Work closely with the Curriculum implementation sub-committee to accomplish their mandate

#### **Required qualifications and competencies**

- BSc in Nursing
- Post graduate degree in nursing or education (desirable) **or** at least five years of relevant teaching experience as a pedagogical consultant or nursing program coordinator.
- Excellent oral and written English language skills (mandatory) and a basic level of French (desirable) and or can communicate in Bengali (desirable)
- **Strong knowledge of competency based pedagogical approach for healthcare professional education (ideally nursing)**
- **Solid experience with the review and development of innovative pedagogical materials**
- **Experience training and mentoring trainers**
- Demonstrated track record of achieving results working in multidisciplinary and multicultural team
- In depth knowledge of the Bangladeshi nursing workforce and the main challenges to nursing education and professional advancement (desirable)
- Experience working in a lower- or middle-income country (desirable)
- Demonstrated leadership skills
- Proficient use of information and communication technologies for academic purposes
- Ability to work independently with excellent planning and organizational skills

#### **Conditions**

- One-year contract including 4-months full time in Dhaka, Bangladesh, at the beginning of the mandate and 8 months of part-time remote technical assistance
- Possible additional short-term follow-up visits to Dhaka, Bangladesh, during the duration of the contract
- Living and accommodation allowance provided while in Bangladesh
- Competitive salary

**Required documents**

An up-to-date curriculum vitae and letter of motivation should be sent at [genevieve.rouleau.1@umontreal.ca](mailto:genevieve.rouleau.1@umontreal.ca)

We are an equal opportunity employer  
Only those selected for an interview will be contacted.