# Terms of Reference:

Global Health Partnerships (formerly THET), "GHP"

**Position**:  Technical Manager Medical Education
**Reporting to:** Line manager; Program Lead in Syria, under technical supervision of the GHP Technical Director in UK.
**Supervises:** Post Graduate Medical Education Coordinator, Post Graduate Medical Education Field Mentors, GESI specialist.
**Location**: Syria/Damascus.
**Project Name**: Upskilling and Future-proofing human resources for health and enhancing health governance for Universal health coverage and better-quality care —UFUQ.
**Duration**: Initial 12-month contract, extendable up to 30 months.
**About GHP**:

One billion people will never see a qualified health worker in their lives. For over thirty years, GHP – www.thet.org - has been working to change this, training health workers to build a world where everyone has access to affordable and quality healthcare. We do this by leveraging the expertise and energy of the UK health community, supporting health partnerships between hospitals, colleges and clinics in the UK and those overseas.

From reducing maternal deaths in Uganda to improving the quality of hospital care for injured children in Myanmar, we work to strengthen local health systems and build a healthier future for all. In the past seven years alone, GHP has reached over 84,000 health workers across 31 countries in Africa, the Middle East and Asia in partnership with over 130 UK institutions and UK health workers who have contributed over 60,000 days of their time as volunteers. The programme has contributed to more effective and efficient health systems in low- and middle- income countries (LMICs).1 It also benefits the UK health sector through improved health professional competencies, motivation, health service innovations and global influence.2 GHP's work is rooted in the Health Partnership Model. Health partnerships are long-term, institutional relationships between health organisations in the UK and their counterparts in LMICs, and are based on ideas of co-development, reciprocal learning and mutual benefit. Staff from UK health institutions volunteer their time developing and carrying out health systems strengthening activities at their LMIC partner institution, be that training, curriculum development, leadership and governance, etc.

**UFUQ project overview:**

The project is strategically designed to uplift the health conditions of the Syrian population. It addresses critical elements of health workforce management and medical education in Syria, aiming for a transformative impact on health outcomes in the region.

Specialized Medical Education Enhancement:

UFUQ aims to enable targeted specialties in Syria to play a pivotal role in advancing medical education and practice. This encompasses a comprehensive review, update, and rollout of curricula, teaching, and assessment materials in emergency medicine, obstetrics and gynecology, and anaesthesiology. The project focuses on strengthening capacities in medical education, clinical/CPD areas, English language proficiency, research skills, and fostering scientific collaboration and partnership among and between faculties, residents, and international peers.

Rooted in the UFUQ philosophy, this intervention believes that by strengthening the systems and capacities for specialized medical education, the quality and accessibility of specialist health services will be markedly improved. The UFUQ project envisions a transformative approach contributing to the broader goal of achieving universal health coverage and delivering better-quality care in Syria.

**Objective of the Position**

The Technical Manager Medical Education will provide technical expertise to ensure the project and partners are all working to a shared vision for Post Graduate Medical education and that all are delivering within appropriate technical requirements and standards. The position will coordinate with stakeholders, supervise technical staff, and ensure the program aligns with the project log frame and best practices in health workforce development and medical education.

**Key Responsibilities**:

- Ensure technical alignment of the UFUQ project with HRH strategies and medical education reforms in Syria.
- Provide overarching technical leadership and guidance to ensure that all project's Medical Education strengthening activities are aligned with international best practices in postgraduate medical education and health workforce development.
- Ensure technical coherence and alignment of project interventions with the log frame, theory of change, and objectives approved by the donor and Syrian partners.
- Oversee the quality assurance of technical deliverables, including research, training curricula, and policy frameworks developed under the UFUQ project, and ensure their relevance, scientific validity, and GESI sensitivity.
- Promote capacity-building efforts, and quality assure ToT programs for HRH actors at national and sub-national levels.
- Lead the technical coordination and engagement with key stakeholders, including MoH, Syrian Board, academic institutions, professional associations, and international partners (e.g., RCOG, RCEM)., to strengthen technical collaborations within the UFUQ project and to ensure integration and complementarity across all project activities.
- Support the localisation of the Postgraduate Medical Education Diploma and other training efforts, guiding National partners (Center of Strategic Studies and Health training" and Syrian Board) teams in the adoption of the tools, standards, and accreditation systems.
- Contribute to sustainability planning by supporting the development of Terms of Reference and standard operating procedures for the Specialties Technical Committees.
- Represent the program in technical meetings with donors, MoH, and other HRH actors.
- Ensure that GESI is integrated across all tracks by supervising the GESI specialist, reviewing curricula and training plans, and leading the technical team in implementing inclusive strategies.
- Promote mechanisms for feedback from women healthcare workers and residents, and ensure their needs are addressed in planning and implementation.
- Support In-Country efforts for Monitoring, Evaluation, and Learning (MEL) to align with UFUQ project indicators and outcomes.
- Identify technical risks, bottlenecks, or inconsistencies in project delivery and propose corrective actions in coordination with the Program Lead and donor if required.
- Provide rapid-response technical input when issues arise in curriculum roll-out, clinical mentoring, or institutional engagement.
- Lead the design and planning of new or amended technical activities.

**Qualifications & Experience**

- Advanced degree (Master or PhD) in Medical Education preferably with experience in developing postgraduate medical education programmes.
- Experience working in a senior position in NGO context (Syrian context is preferred).
- Previous experience in stakeholder coordination, policy analysis, and capacity building.
- Strong understanding of GESI-sensitive approaches in health workforce planning and governance.
- Excellent representational, written, and verbal communication skills in English and Arabic.
- Organisational and administrative skills with sound IT skills (Word and Excel).
- Strategic thinking and problem-solving skills.
- Flexibility and adaptability to work independently in a small organisation and in a complex environment.