

Proposed Terms of Reference for

Professional Fellowships (Cohort II) in **Laos**

The UK Fleming Fund addresses the global challenge of antimicrobial resistance (AMR) and antimicrobial use (AMU). The Fleming Fellowship Scheme aims is to advance the goals of the Fleming Fund by supporting the professional development of key practitioners and change-makers to enhance investments made through Country and Regional Grants. Fleming Fellowships provide customised professional development and do not result in the award of a formal degree or a diploma.

Following successful delivery of Cohort I Professional Fellowships, the Fleming Fund Management Agent is extending the Fellowship Scheme to a second cohort (Cohort II). Cohort II will seek to engage a wider range of One Health professionals and build on the work of Cohort I.

Terms of Reference (ToR) for the Fleming Fund’s Professional Fellowships (Cohort II) in Laos comprise two parts:

1. **General ToR including eligibility criteria and information that applies to all Cohort II Fellowships**
2. **Specific ToR for each individual Cohort II Fellowship.**

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# General ToR for All Professional Fellowships (Cohort II)

### Extending Knowledge Dissemination and One Health Collaboration

### Key areas for development of all Professional Fellowships (Cohort II)

The Fellowship will provide support and mentoring to all Cohort II Fellows to:

#### Enhance knowledge of antimicrobial resistance and its economic and social impact

#### Improve the ability of the Fellows to use country-level data on AMR to influence policy

#### Improve the use and interpretation of AMR & AMU data

#### Improve the dissemination of relevant knowledge and skills in their ‘Beneficiary Institution’

#### Strengthen One Health collaboration

### Eligibility criteria for Fleming Fellowships

To be eligible for a Fellowship, candidates must meet the following criteria:

* Be a citizen or resident of Laos
* Be available and commit to participating fully in the Fellowship programme on a part-time basis for the full duration (expected to be 9-12 months), based on agreement with the Beneficiary Institution
* Be proficient in communication and the use of computers, including basic word processing, spreadsheet software, and use of the internet.
* Meet the language proficiency requirements described below
* Submit a full application form including the section acknowledging support by the relevant Beneficiary Institution, and attaching all required documentation including two referee’s letters and forms

Fellowships are part-time (approx. 0.3 – 0.5 FTE) and are conducted whilst the candidate continues their normal duties. Successful candidates are therefore expected to remain in the employment of their Beneficiary Institution for the duration of the Fellowship. Fellows may also:

* Undertake travel within their home country and/or internationally – these trips could be up to three or four weeks depending on the circumstances.
* Enter into an agreement with the designated Host Institution regarding code of conduct

### Specific language proficiency requirements

The applicant must provide evidence of proficiency in written and spoken English by either:

* Having completed an internationally recognised language proficiency test in the last 24 months (e.g. IELTS - International English Language Testing System, TOEFL - Test of English as a Foreign Language, or other internationally recognised proficiency test)

**or**

* Completed a tertiary academic qualification in the last 24 months that was taught in English

**or**

* Providing alternative evidence of current proficiency in the specified language that is acceptable to the Fleming Fund Management Agent

Applicants who cannot provide sufficient recent evidence of the required language proficiency may be required to sit a language test. The Management Agent may consider supporting language proficiency training for selected Fellows who meet all other criteria.

### Intended Start Date and duration

The Fellowships are intended to start February 2021 and be 12 months in duration, ending in January 2022.

### Schedule

Application, candidate selection and confirmation of Fleming Fellows are proposed to proceed according to the following schedule:

|  |  |
| --- | --- |
| **Stage** | **Date:** |
| Beneficiary Institutions and stakeholders agree to Fellowships | September 2020 |
| Selection of Host Institution(s) | November 2020 |
| Selection of Fellows | November – December 2020 |
| Finalisation of Fellowship Work Plan & Agreement | December 2020 – January 2021 |
| Fellowship begins | February 2021 |
| Fellowship ends | January 2022 |

**Completed applications forms and all accompanying documentation must be sent to**Cheewarat Kaewsangkwan, SEA Regional Fellowship Scheme Officer at   
[**Cheewarat.K@mottmac.com**](mailto:Cheewarat.K@mottmac.com) **and** [**flemingfundSEA@mottmac.com**](mailto:flemingfundSEA@mottmac.com) **by 30th December 2020**

# Specific ToR for Individual Fellowships (Cohort II)

## Bioinformatics and Sequencing – Human Health (NCLE) LA21

**Beneficiary Institution**

**National Center for Laboratory and Epidemiology (NCLE)***Ministry of Health*

**Objective**

* To strengthen capability on bioinformatics and whole genome sequencing

**Key areas for development of this Fellowship**

The Fellowship will provide training and mentoring specific to the needs of the Beneficiary Institution and the Fellow in:

1. Genomic data analysis
2. Bioinformatics tool development
3. Manuscript preparation

**Fellowship success**

By the end of the Fellowship, the Fellow will have:

* Received mentoring/training inputs provided by the Host Institution in line with the focus areas
* Contributed to collaborative One Health activities with Fellows from all sectors
* Assist capacity building activities for their Beneficiary Institution, using knowledge and techniques gained through the Fellowship
* Contributed to supporting AMR surveillance by helping answer specific questions on data obtained from whole genome sequencing in Laos
* Contributed to One Health workshops, meetings or other activities focusing on advancing antimicrobial resistance surveillance and prudent antimicrobial use
* Supported Professional Fellows (Cohort I), Policy Fellows and where appropriate AMR surveillance leaders by improving uptake and use of AMR data and evidence in their institution.

### Eligibility criteria for the Bioinformatics and Sequencing Fellowship [NCLE]

In addition to those in Section A, candidates for the Bioinformatics and Sequencing Fellowship in NCLE must meet the following criteria:

* Be endorsed by and accountable to NCLE through permanent employment
* Bachelor’s degree with training in Bioinformatics, Computer Science, Biostatistics, Genetics or related fields.
* Basic knowledge of genomics and statistics
* Programming experience in R and other Linux scripting languages

**B: Specific ToR for Individual Fellowships (Cohort II)**

## AMR Health Informatics – Human Health (DCDC) LA22

### Beneficiary Institution

**Department of Communicable Disease Control (DCDC)***Ministry of Health*

### Objectives

* To strengthen capability on data management and analysis of antimicrobial resistance (AMR)
* To develop leadership in AMR health informatics and contribute to sound evidence-based advice on AMR policy and programme development in the human health sector, within a One Health framework.

### Key areas for development of this Fellowship

The Fellowship will provide training and mentoring specific to the needs of the Beneficiary Institution and the Fellow in:

1. AMR database design
2. Facilitating AMR data reporting from surveillance sites

### Fellowship success

By the end of the Fellowship, the Fellow will have:

* Received mentoring/training inputs provided by the Host Institution in line with the focus areas
* Contributed to collaborative One Health activities with Fellows from all sectors
* Taken a supporting role in establishing National AMR Data Networking in Laos.
* Assisted capacity building activities for their Beneficiary Institution, using knowledge and techniques gained through the Fellowship
* Contributed to One Health workshops, meetings or other activities focusing on advancing antimicrobial resistance surveillance and prudent antimicrobial use
* Supported Professional Fellows (Cohort I), Policy Fellows and where appropriate AMR surveillance leaders by improving uptake and use of AMR data and evidence in their institution.

### Eligibility criteria for the AMR Health Informatics Fellowship [DCDC]

In addition to those in Section A, candidates for the AMR Health Informatics Fellowship in DCDC must meet the following criteria:

* Be endorsed by and accountable to DCDC through employment
* Hold a relevant qualification in epidemiology or microbiology, and/or relevant professional experience
* Be working in a position that enables the candidate to develop and advise on AMR/AMC/AMU actions in Laos
* Show evidence of experience and leadership potential in advocacy within their institution and create opportunities to influence others in the One Health sectors.

**B: Specific ToR for Individual Fellowships (Cohort II)**

## AMR Clinician – Human Health (Mahosoth Hospital) LA23

### Beneficiary Institution

**Mahosoth Hospital***Ministry of Health*

### Objectives

* To provide training that will strengthen the Fellow’s ability to support AMU and AMR surveillance in Mahosoth Hospital.
* To provide the skills required to interpret laboratory and other data to design AMR control strategies which can be used in Mahosoth Hospital and other sites
* To contribute to the sustainability of AMR and AMU surveillance by acquiring skills in training and implementing training programmes

### Key areas for development of this Fellowship

The Fellowship will provide training and mentoring specific to the needs of the Beneficiary Institution and the Fellow in:

1. Understanding the drivers of antimicrobial resistance in the healthcare setting, and the relative contributions of other sectors
2. Analysis and interpretation of AMR and AMU data to improve use of antimicrobials
3. Understanding the role of the microbiology laboratory and promoting diagnostic stewardship
4. Understanding behaviour change theory in relation to AMR, and developing an evidence-based approach to improve use of antimicrobials
5. Understand what other sectors are doing to control use of antimicrobials / contain spread of resistant organisms

### Fellowship success

By the end of the Fellowship, the Fellow will have:

* Received mentoring/training inputs provided by the Host Institution in line with the focus areas
* Learnt how to collect scientifically robust evidence on AMU and AMR
* Acquired skills which allow analysis and interpretation of AMU and AMR surveillance data to inform prescribing practices and future surveillance priorities
* Contributed to One Health communities of practice and supported Professional Fellows (Cohort I), Policy Fellows and where appropriate
* Developed leadership and communication skills to allow them to become an advocate for improving antimicrobial surveillance and use of antimicrobials within a health care setting
* Contributed to One Health workshops, meetings or other activities focusing on advancing antimicrobial surveillance and prudent antimicrobial use

### Eligibility criteria for the AMR Clinician Fellowship [Mahosoth Hospital]

In addition to those in Section A, candidates for the AMR Clinician Fellowship in Mahosoth Hospital must meet the following criteria:

* Be endorsed by and accountable to Mahosoth Hospital through employment
* Hold a medical degree and have relevant professional experience
* Be working in a position that enables the candidate to work with laboratory and pharmacy staff to understand their roles, and to work with other clinicians regarding their prescribing practices
* Be able to lead / chair a site AMR group (e.g. Antimicrobial Stewardship Committee or similar)
* Show evidence of experience and leadership potential

**B: Specific ToR for Individual Fellowships (Cohort II)**

## AMR Surveillance – Animal Health (DLF) LA24

### Beneficiary Institution

**Department of Livestock and Fisheries (DLF)**  
*Ministry of Agriculture and Fisheries*

### Objectives

* To provide training that will strengthen the Fellow’s ability to support AMR surveillance in animal production systems and produce evidence of AMR practices
* To provide training that will strengthen the Fellow’s ability to improve the accuracy and completeness of AMC data reported by Laos to the World Organisation for Animal Health (OIE)
* To contribute to the sustainability of AMR surveillance programmes in Laos by developing training expertise in AMR and implementing training programmes

### Key areas for development of this Fellowship

The Fellowship will provide training and mentoring specific to the needs of the Beneficiary Institution and the Fellow in:

1. Design and evaluation of AMR Surveillance database
2. Making recommendations on AMR data analysis and interpretation
3. Delivering AMR Surveillance information and training programmes nationally and internationally.

### Fellowship success

By the end of the Fellowship, the Fellow will have:

* Received mentoring/training inputs provided by the Host Institution in line with the focus areas
* Learnt how to collect scientifically robust evidence on AMR Surveillance patterns
* Learnt how to collect and interpret AMR data and understand the shortcomings
* Acquired skills which allow analysis and interpretation of AMR surveillance data to inform technical staff in the animal health sector and to inform future surveillance priorities
* Contributed to collaborative One Health communities of practice, workshops, meetings or other activities focusing on advancing AMR Surveillance in animal health with Fellows from all sectors
* Supported Professional Fellows (Cohort I), Policy Fellows and where appropriate AMR surveillance leaders by improving uptake and use of AMR data and evidence in their institution.

### Eligibility criteria for the AMR Surveillance Fellowship [DLF]

In addition to those in Section A, candidates for the AMR Surveillance Fellowship in DLF must meet the following criteria which are specific to this Fellowship:

* Be endorsed by and accountable to DLF through employment
* Hold at least an undergraduate qualification in veterinary medicine or epidemiology, and/or relevant professional experience.
* Be working in a position that enables access to information on AMR activities in Laos and to conduct a field-based survey of AMR surveillance in animal health
* Show evidence of experience and leadership potential in the field of AMR surveillance, data management, data analysis and interpretation; be able to lead/chair a site AMR working group.