Physiotherapy Adviser (PT)

Country: China
City/site: Lhasa, Tibet Autonomous Region (TAR)
Department / project: Tibet Program
Number of employees: 30 FTE (full-time equivalent)
Title of the position: Physiotherapy Adviser
N+1: HI Tibet Program Coordinator
N+2: HI China Country Director
Direct team management: 1 person within HI (translator)
Indirect team management: 1 person within HI (project manager); 15 partner’s staff
Budget responsibility: No
Contract:
Basic salary:
Other advantages:
Expected date of arrival: September 2011
Duration of the mission: 4 months
International travel: No
Travel between sites: Yes
Possibility of a couple: Yes (but difficulty to get a job for the accompanying person)
Possibility of children: Yes (but no access to an international school)
Specifics: High altitude (3600 m); Weather conditions difficult, cold in winter; Accommodation in a hotel; Social isolation, rare entertainment and difficulty travelling out of the city (permits required)
Job financed: Yes
Donor: Luxemburg Cooperation

Context
The Tibet Autonomous Region (TAR) remains one of the latest developed areas in China. Given the natural and socio-economic level of the region, the situation of persons with disabilities in general and children in particular remains precarious. Very few services or specialized facilities for people with disabilities are available in the field of rehabilitation and the needs remain tremendous in terms of detection and diagnosis, special care, physical rehabilitation, technical aids, integrated education, vocational training, information, counseling, awareness and social integration.

Description of the programme and the projects
The “Second China national sample survey on disability” estimates that more than 75 percent of people with disabilities in the country are living in rural areas where they often represent the most vulnerable group with difficult access to basic health care, rehabilitation and education. Although the Government has set up very concrete and ambitious objectives for the coming years to improve the situation, measures taken by the China Disabled Persons’ Federation and its branches at provincial level do not reach yet people living in rural areas. In these areas, the level of knowledge of the local authorities and the general public on disability is still extremely limited and disability management skills are almost inexistent. In this context, Handicap International has initiated disability programs in three provinces/regions of the country (Guangxi, Tibet and Sichuan).

Handicap International has been operating in Tibet since 2000, in cooperation with its partner, the Tibet Disabled Persons’ Federation (TDPF) and its branches at prefecture levels, through the set up of the following projects:
- Support in training physiotherapists and delivering physiotherapy services in Lhasa (Regional), Chamdo and Shigatse rehabilitation centers
- Support in the set up and management of orthopedic workshops in Lhasa and Chamdo cities and setting up an orthopedic station in Shigatse prefecture;
- Community-based rehabilitation (CBR) in Lhasa Urban District, two rural counties of Lhasa municipality, namely Medroongka and Qushui; as well as Shigatse and Chamdo prefectures. The CBR project includes an Inclusive Education component.
- Support to the set up of the Tibet Deaf People Association and other DPOs
Standard Field job description

- Support to the set up of a Vocational Training Center in Lhasa
- Support to a Mother and Child Health project.

In 2011, it is planned to start a new project on social security and the CBR project will developed into an empowerment project.

History, context and evolution of the job

Tibet: The technical support to the Physiotherapy (PT) departments (orthopedic workshop (OWS) and Limb Department) started in 2004 in the Lhasa-based Regional Rehabilitation Center. For 3 years, training has been organized and support provided for the services and patient management. During those 3 years, 2 PTs have been trained in the OWS (amputation, clubfoot, polio, Kashin-Beck Disease, congenital hip dislocation, training of trainers, production of assistive devices for CP children and general assessment and registration) and 6 PTs have been trained in the Limb Department (CP, SCI, hemiplegia, muscular dystrophy, spina bifida, burn, training of trainers...). In 2008, 5 new PTs started to work in the Limb Dpt and were trained (mainly “on the spot”) by the other PTs. All of them are now working independently (with punctual support from PT advisor). They are also participating to the training of new PTs from Chamdo and Shigatse (see below) as refreshing training. Most of the PTs have also gained trainer’s experience (through training of medical staff, village doctors and rehabilitation staff).

In 2007, HI supported the set up of an orthopedic workshop in Chamdo city (Chamdo prefecture), which includes a PT department (1 PT). The PT of Chamdo OWS has been trained for 2 years in Lhasa OWS and is currently working in Chamdo. The department is up and running (no follow-up visit could be organized in Chamdo by the technical advisor since the PT returned to Chamdo).

In 2010, it was planned to start training PTs (2) that would be working in the newly set-up Limb Dpt of Chamdo Rehabilitation Center. Due to delay in construction of the rehabilitation center, those 2 PTs have not yet been hired and the Limb Dpt has not yet been set up in Chamdo (though, equipment has been purchased and transported to Chamdo). Nevertheless, 2 PTs from Shigatse have been partially trained during the last months of 2010. Their training is currently on going (and mostly provided by the PTs of both the Lhasa OWS and Limb Dpt).

Training curriculum and corresponding material have been created and approved by the partner.

For further details on activities and needs, refer to the handover report.

CBR services are also being provided and/or implemented in Shigatse and Chamdo.

Responsibilities

Global objectives

Tibet: Support, and supervise the training of physiotherapists (PTs) from Chamdo and Shigatse Limb Department (training provided in Lhasa)
- Support the setting up of the Chamdo Limb Department (Dpt) and provide guidance for the setting up of Shigatse Limb Dpt.

Tasks

Tibet: 
- Supervise the training of Chamdo and Shigatse PTs to be provided by the PTs of Lhasa Limb Department
- Ensure that the newest PTs of Lhasa Limb Dpt are participating to the training of PTs of Chamdo and Shigatse (refreshing training)
- Provide training of trainers to Lhasa (if needed), Chamdo and Shigatse PTs
- Adapt and print the training material if needed
- Support the set up of Chamdo Limb Dpt (once the Rehab Center is built)
Standard Field job description

- Assess the PT department of the Chamdo OWS (as no follow-up visits could be organized since the PT went back to Chamdo) and provide recommendations for refreshing training if needed.
- Guide the set up of Shigatse Limb Dpt
- Provide refreshing training to the PTs of Lhasa Limb Dpt or OWS if needs are identified
- Ensure collaboration between Limb Dpt and other services in Lhasa but more specifically in Shigatse and Chamdo.
- Participate in planning sessions (seminaries, etc.);
- Write monthly, quarterly and yearly reports.

Note: The PTs of Lhasa RRC have been trained for several years (on PT techniques and ToT), therefore, the priorities of this mission should focus on capacity building of Chamdo and Shigatse Rehab Centers’ staff

Other transversal tasks:
- Participate actively in the transversal activities meetings and initiatives of the program
- Participate in People With Disability events and social communication events
- Contribute in proposal writing and fundraising

Travel
Travels between sites in Tibet and China

Main Interactions

<table>
<thead>
<tr>
<th>Interface</th>
<th>Frequency</th>
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<tbody>
<tr>
<td><strong>Internal</strong></td>
<td></td>
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<tr>
<td>1. Institutional Rehabilitation Project Manager</td>
<td>Daily</td>
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<tr>
<td>2. CBR manager and CBR adviser; rehabilitation workers</td>
<td>Weekly</td>
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<tr>
<td>3. HI Tibet Coordinator</td>
<td>Weekly</td>
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<td>4. Other HI Tibet team members</td>
<td>Weekly</td>
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<tr>
<td><strong>External</strong></td>
<td></td>
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<tr>
<td>1. Tibet Disabled Persons’ Federation physiotherapists</td>
<td>Daily</td>
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<td>2. Tibet Disabled Persons’ Federation leading staff</td>
<td>Regularly</td>
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<tr>
<td>3. Chamdo and Shigatse Disabled Persons’ Federation’s technical staff</td>
<td>Daily</td>
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<tr>
<td>4. Other rehabilitation staff</td>
<td>Weekly</td>
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<tr>
<td>5. Other Government partner</td>
<td>On a regular basis</td>
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Profile required for the job

Handicap International Belgium welcomes applications from disabled people.

Knowledge
- Degree in physiotherapy
- Strong theoretical/practical knowledge and experience with rehabilitation cares for children with Cerebral Palsy;
- Theoretical and practical knowledge and experience for rehab care of patients with other types of injury: Spinal Cord Injury, hemiplegic, amputation (LL and UL), clubfoot…
- Extended knowledge on assistive technologies (orthopedic devices, assistive and positioning devices for children with Cerebral Palsy) and Community-Based Rehabilitation principles
- Language(s): English

Skills
- Strong teaching and pedagogical skills and experience in order to supervise practical and theoretical trainings and provide Training of Trainers.
- Experience in capacity building of technical partner’s staff
- Being able to follow up a training curriculum
- Being able to promote teamwork and to advise a team in the field of management
- Good written skills
Standard Field job description

- Previous experience with an NGO, preferably in China or Asia,
- Proven computer skills
- HI experience is an asset

Personal qualities
- Capacity to adapt to different cultural contexts
- Psychologically strong, able to cope with difficult social and political environment and harsh natural conditions
- Patient
- Dynamic and flexible; flexibility and ability to work in a changing environment
- Diplomat
- Being autonomous in planning of tasks
- Motivation for the development sector

Please send cover letter and CV to jobs@handicap.be