



Job pack: Midwife



Country	Various countries: Sierra Leone, Ethiopia, Tanzania
Employer	VSO International
Duration	6 -12 months
Job purpose	<p>This placement includes but is not limited to the following objectives:</p> <ul style="list-style-type: none">• Improve the quality of Maternal, Neonatal and Child Health (MNCH) services in the region by strengthening the capacity of midwives, health care workers, community health workers and establishment of systems and referral mechanisms essential for maternal and new born care both at faculty and community level.• Support the roll-out of the national Nursing and Midwifery Curriculum by coaching tutors in the implementation and advising on additional adolescent friendly service provision and early essential newborn care.• Provide technical capacity building support to health workers in conducting ultrasound scans of pregnant women and provide day to day support at health facility, planning and organising outreach MNH services with the help of health care workers and DHMTs (<i>applicable for Sierra Leone</i>)



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1. Job Description

The exact responsibilities will vary based on the placement location and will be adjusted after an application is matched to a suitable country. However, they could include some or all of the below.

Responsibilities	Key Performance Indicators	Competencies	Skills and Knowledge
<ul style="list-style-type: none"> Work with the midwifery college, tutors to identify particular challenges facing the institution and support sustainable solutions in solving these. Mentor tutoring in both clinical and academic teaching settings to improve their ability to plan, deliver and evaluate teaching, in ante natal intrapartum and post-natal care, in a resource poor setting. Provide technical capacity building support to health workers in conducting ultrasound scans (VSCAN) for pregnant women, conducting and supporting delivery, mentoring, coaching, on various set of skills related to maternal and new born health quality of care. Build the strengths and capacity of clinical staff/preceptors in student training, supervision and assessment of competencies (formative and summative). 	<ul style="list-style-type: none"> Ensure the teaching staff in the Midwifery Colleges are using teaching /learning techniques which show an increased understanding of a variety of adult learning models. Ensure the teaching staff in the Midwifery Colleges have lesson plans in place for all their classes, and these reflect a variety of teaching styles. Students receive high quality teaching from the VSO volunteer Students are given space and encouragement to ask questions and practice critical thinking and problem solving Student clinical supervision is better planned to ensure that each student 	<ul style="list-style-type: none"> Building and Sustaining working relationships The social skills to build and actively maintain working relationships that foster teamwork and collaboration with others for the benefit of a common goal. Open Minded and Respectful A non-judgmental approach that values other people and culture. Seeking and Sharing Knowledge Recognition that learning is a two-way and continuous process. Facilitating Positive Change The ability to analyse problems and develop lasting solutions in line with VSO approaches. 	<p>An ideal candidate will have all of the qualifications and experience below. However, we anticipate appointing candidates who may not meet all of the criteria but possess a strong clinical background, relevant work experience and teaching / mentoring experience in the health sector.</p> <p>Essential</p> <ul style="list-style-type: none"> Registered Midwife- Fully accredited by the relevant professional body. At least 5 years' experience as a midwife in hospital setting. Experience in mentoring/training of nurses, students at a maternity and Pediatric Department of any hospital/clinic. Experience of working in Gynecology/Obstetrics and neonatal intensive care unit. Current knowledge in the field of maternal and child health, including some or all of the following: infection



Responsibilities	Key Performance Indicators	Competencies	Skills and Knowledge
<ul style="list-style-type: none"> To build the strength of clinical staff in the management of normal and complicated cases, including in pregnancies, assisted delivery and surgical births, and care for premature and extreme premature and sick newborns (Midwives only). To act as a role model and advocate for respectful and dignified care To mentor staff to adopt best practices in complete mother-child health care, including lactation and family planning and at community level Work with academic and clinical staff to prepare lesson plans that encourage active, participatory learning for student midwives Provide coaching and feedback to tutors to encourage individual learning and reflection on their teaching practice. Identify gaps in the pediatric outpatient and inpatient department which contribute to poor quality care and treatment and develop action plan accordingly. Lead and support the implementation of the action plan with the objective to improve neonatal and pediatrics patient care and treatment to decrease institutional neonatal and child mortality. 	<p>has adequate individual attention and coaching and sufficient supported opportunities to practice key skills.</p> <ul style="list-style-type: none"> There is an improvement in the continuous assessment of students undertaking midwifery training. Students receiving feedback from academic and clinical tutors are clear about the nature of improvements needed, as well as their strengths and improvements. <p><i>Objectives will be confirmed in a three way discussion between the volunteer, employer and VSO in the first three months of the placement.</i></p>	<ul style="list-style-type: none"> Adaptability A flexible approach and the ability to adapt behaviour to different situations. Resilience The self-confidence to work with a variety of situations, diverse people and ambiguity. 	<p>prevention, antenatal care, family planning, PMTCT, essential and emergency maternal and newborn care.</p> <ul style="list-style-type: none"> Solid communication, presentation and writing skills. Demonstrated self-management (i.e. motivation, dealing with pressure, adaptability) Teamwork, with the ability to work collaboratively in diverse multi-cultural groups. Ability to work in an institutional environment, - hospital and health facility settings - as well as in the community setting Effective communications skills (report writing, verbal and written) <p>For Tanzania:</p> <ul style="list-style-type: none"> Fluency in Swahili and English languages and ability to communicate with different stakeholders on different levels within organisations.) <p>Desirable</p> <ul style="list-style-type: none"> Masters of Science in Midwifery Additional specialization in areas like neonatal care Basic computer skills Previous developing country work experience



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<ul style="list-style-type: none"> • Conduct baseline assessment and develop proposal to establish / strengthen neonatal intensive care unit in collaboration with the hospital management, when needed. • Engage in the routine care and management of patients in the hospital • Team building with the different medical disciplines • Bedside teaching for staff and students in attachment • Prepare and submit activity report quarterly to VSO and partner hospital <p><i>Due to the nature of our volunteer placements, it is possible that the responsibilities of this role may differ in reality and therefore the post holder will need to be prepared to be flexible and adapt to their environment as necessary.</i></p>			<ul style="list-style-type: none"> • Experience of community engagement approaches • Experience of community to faculty referral mechanism • Interest/experience in social and gender inclusion; social accountability <p>Personal Qualities</p> <ul style="list-style-type: none"> • Professionalism • Conceptual and analytic thinking • Relationship management skills • Initiative, self-motivated, driven • Ability to perform under pressure • Flexible to travel to community setting; long working days

Personal considerations and the Background and contextual information will be shared after an application is submitted and considered for a particular country placement.