

## TERMS OF REFERENCE

### **Midwifery Technical Support: Modules on respectful maternity care and clinical skills, training of trainers, quality improvement plan and mentorship tools**

SMART-RMC (Respectful Maternity Care) Project

**TECHNICAL ACTIVITY:** The Canadian Association of Midwives (CAM) wishes to recruit **one (1) Canadian midwife** as a volunteer to provide technical support to the South Sudan Nurses and Midwives Association (SSNAMA) through:

1. Supporting the review, adaptation and validation of training tools and modules on RMC and clinical skills for midwife trainers and health care providers in the project's targeted health facilities;
2. Supporting the training of 10 midwife trainers on the modules developed;
3. Supporting the design of a quality improvement plan and related evaluation tools to address existing gaps for the uptake of RMC and evaluate implementation of RMC practices in targeted health facilities;
4. Developing and consolidating mentorship and technical assistance tools for health care providers in targeted health facilities.

**Length of the placement:** 37 working days over a period of 5 months

**Timeframe:** October 2022 – March 2023

**Location:** Juba, South Sudan (10 working days from November 7-18) and remote work (27 working days)

#### **A. INTRODUCTION: SMART-RMC PROJECT SUMMARY**

The DRC and South Sudan experience high maternal mortality as a result of a number of factors including inadequate skilled attendance at birth. Through the provision of gender-responsive, quality health care by a well-trained midwifery workforce, the SMART-RMC project aims to contribute to the reduction of maternal deaths in both the DRC and South Sudan. Key activities focus on improving clinical care through: 1) training of health care providers in evidence-based innovations using a gender-responsive rights-based approach, coupled with quality improvement campaigns to promote the uptake of RMC in health facilities; 2) increasing communities' awareness of their SRHR to access health services; and 3) strengthening the capacity of midwifery associations to deliver gender responsive programming and SRHR advocacy. In South Sudan, activities are implemented in three regions and 10 health facilities located in the counties of Mvolo, Aweil East and Rubkona.

This 3-year project, supported by the Government of Canada through Global Affairs Canada, is implemented by CAM in close collaboration with its project partners, the Société Congolaise de la Pratique Sage-Femme (SCOSAF: the midwifery association of DRC) and the South Sudan Nurses and Midwives Association (SSNAMA). CAM oversees the overall management of the project and contributes its technical expertise, while SCOSAF and SSNAMA provide their own technical expertise and utilize their contextual knowledge to implement quality improvement and advocacy campaigns.

#### **B. GOAL AND OBJECTIVES OF THE ASSIGNMENT**

**Goal:** The overall goal of the volunteer assignment is to provide technical support to SSNAMA in the domains of midwifery and RMC. Specific objectives consist of:

1. Providing support to the midwife expert consultant for the review, adaptation and validation of training tools and modules on RMC and clinical skills for midwife trainers and health care providers in the project's targeted health facilities
  - o Tools and training modules will be updated and adapted to context from existing materials, as based on specific needs and recommendations identified by the project team through a previous activity (RMC and SRHR Public Consultation)

- The adaptation and validation of the training material will be done in collaboration with SSNAMA, the Directorate of Training and Professional Development at the Ministry of Health and midwife-tutors from the Juba College of Nursing and Midwifery
  - The volunteer will leverage training content available through the Safe Delivery application, after assisting the midwife expert consultant in cross-checking with national guidelines, the clinical procedures manual and BEmONC/emergency skills training materials to ensure consistency
2. Contributing to the organization and implementation of a training for 10 midwife trainers on the modules developed
    - The volunteer will participate in the coordination, planning and facilitation of a 5-day training of trainers (TOT) session in Juba for 10 midwives, in collaboration with SSNAMA, the midwife expert consultant and midwife-tutors who participated in the adaptation of the training material
  3. Providing support to the midwife expert consultant for the design of a quality improvement plan and related evaluation tools to address existing gaps for the uptake of RMC and evaluate implementation of RMC practices in targeted health facilities
    - According to the needs and gaps identified in the RMC and SRHR Public Consultation, the volunteer and midwife expert consultant will design a quality improvement plan and corresponding evaluation tools to promote best practices in RMC within the project's targeted health facilities. The plan will integrate a gender lens and strategies to promote inter-professional collaboration.
    - The development of quality improvement materials will be done in collaboration with SSNAMA and staff from targeted health facilities (specifically, TOT participants from the three facilities designated as Centers of Innovation)
    - All quality improvement measures will adhere to Ministry of Health standards and guidelines. In addition, the plan and tools will be validated with midwife-tutors, the Directorate of Training and Professional Development and the Directorate of Reproductive Health.
  4. Leading the development and consolidation of mentorship and technical assistance tools geared toward 85 health care providers (midwives and nurses) from targeted health facilities
    - The volunteer will be responsible for introducing digitalized technical assistance tools, including the Safe Delivery application, during the TOT
    - Subsequently, the volunteer will lead on the development and consolidation of mentorship tools in collaboration with SSNAMA, the Directorate of Training and Professional Development and newly trained midwife trainers. These tools will facilitate remote communications between the midwife trainers, SSNAMA chapter focal points and providers from targeted facilities.
    - The volunteer will also assist SSNAMA in adapting and updating existing materials on continuous professional development (CPD) ahead of CPD visits that will take place later in the project, integrating aspects of RMC and other topics addressed in trainings.

### **C. METHODOLOGY AND APPROACH TO ASSIGNMENT**

**Parties involved:** During the assignment, work and collaboration will occur between the following actors:

1. Canadian midwife volunteer
2. Canadian midwife consultant
3. Directorate of Training and Professional Development at the Ministry of Health
4. Directorate of Reproductive Health at the Ministry of Health
5. Midwife-tutors from the Juba College of Nursing and Midwifery
6. Stakeholders and participants:
  - CAM project team
  - SSNAMA project team
  - Staff and administrative teams from targeted health facilities

**Methods:**

- Document review and analysis (including existing training material from South Sudan and other countries, results of the RMC and SRHR Public Consultation, relevant WHO documentation, national guidelines/protocols, and content of the Safe Delivery app)
- Consultations and working sessions with stakeholders for the development and validation of training, quality improvement and mentorship materials
- Adaptation of existing materials
- Production of written documents
- Training workshop (with theoretical and practical components)
- Regular meetings with SSNAMA and CAM SMART-RMC project teams
- Direct and/or indirect exchanges
- Virtual communications with stakeholders (emails, messages and video conferences)

**Resources available:** During the assignment on location in South Sudan, the volunteer will have access to the following resources:

- SSNAMA Programme Manager and RMC Project Coordinator to provide accompaniment and support throughout the placement;
- Canadian midwife consultant to provide guidance and support before and during the placement;
- CAM Midwifery Technical Expert who will be available to answer technical questions related to content production, and to review and provide feedback on deliverables;
- Workspace at the SSNAMA office with access to Wi-Fi (please note that reliable Internet connection cannot be guaranteed at all times);
- Accommodation, meals and transport provided.

*The volunteer will be required to use their own laptop computer to carry out the assignment. No computer will be provided by the project.*

CAM will support the volunteer in all aspects of assignment planning and coordination as well as logistic, i.e.: preparing the volunteer agreement and terms of reference, facilitating contact and subsequent communications with SSNAMA, providing pre-departure training, procuring airfare, arranging local accommodation and transportation, providing instructions for obtaining visas and letters of invitation, and providing document templates for the mission report, timesheets, expense reports and reimbursements.

**D. DELIVERABLES**

1. Training material on RMC and clinical skills for midwife trainers and health care providers in targeted facilities, integrating findings from the RMC and SRHR Public Consultation (including facilitator's guide, participant manual, short learning modules for in-service trainings, list of materials for RMC kits, pre/post tests and all tools necessary for teaching the modules, e.g., agenda, PPT presentation, relevant handouts, etc.)
2. 10 midwife trainers trained on the material developed
3. Training aid (PPT presentation or other) used to introduce the Safe Delivery application to the 10 midwife trainers
4. Context-specific RMC quality improvement plan for targeted health facilities, covering administrative, technical and operational aspects of quality and adopting a gender-responsive lens (including all tools necessary to evaluate the implementation of the plan, e.g., QI dashboard/scorecard)
5. Mentorship and technical assistance tools to support in-service midwives and nurses from targeted health facilities in practical learning and remote communications with chapters (including updated CPD materials on RMC)
6. Mission report (a reporting template will be provided by CAM)
7. Monthly time sheets indicating the number of days worked, activities undertaken, and amount of time spent on each of the above deliverables

## **E. REMUNERATION**

This post is non-remunerated. All costs associated with the activities outlined above are covered by CAM. This includes travel costs to Juba (visa and processing fees, immunizations, anti-malarial drugs, roundtrip airfare from Canada to Juba, in-country transportation expenses, accommodation, meals, and health/travel insurance coverage), as well as all costs incurred in Canada (transportation to the airport, prepaid communication costs, etc.).

## **F. QUALIFICATIONS**

- Be a registered Canadian midwife and member of CAM, with at least two (2) years of practical experience in Canada
- Good knowledge of training, mentorship and continuing professional development techniques
- Experience in respectful maternity care and/or midwifery emergency skills trainings
- Interest in mutually beneficial capacity building
- Strong familiarity with communication technologies
- Open to experimenting with innovative mentoring and technical assistance solutions for the promotion of good standards of care over the long term
- Excellent command of oral and written English
- Excellent cross-cultural communication skills
- Excellent ability to work collaboratively, both in virtual and in-person settings
- Flexible approach to work and ability to adapt
- Experience working in an international and/or humanitarian context an asset
- Ability to read and synthesize materials written in French an asset

## **G. APPLICATION INSTRUCTIONS**

- Send your CV and a cover letter indicating how you meet the qualifications above in one PDF document, ensuring that your name and the title “SMART-RMC SS Midwife Volunteer” are included in the file name.
- Send your PDF by email with the subject line “SMART-RMC SS Midwife Volunteer” to [admin@canadianmidwives.org](mailto:admin@canadianmidwives.org).
- Deadline for applications is **July 8 2022**.