

## NACM Job Description

<b>Job title</b>	IME Monitoring and Evaluation Consultant
<b>Reports to</b>	Director, National Aboriginal Council of Midwives
<b>Created on</b>	August 2022

### Technical Activity

The National Aboriginal Council of Midwives (NACM) wishes to recruit a consultant or a team of consultants to support in the baseline assessment of the Indigenous Midwifery Education Initiative as part of its monitoring and evaluation work.

### Background

The National Aboriginal Council of Midwives' (NACM) mission is to promote excellence in reproductive health care for First Nations, Inuit, and Métis communities. NACM advocates for the restoration of midwifery education, the provision of midwifery services, and choice of birthplace for all Indigenous communities consistent with the U.N. Declaration on the Rights of Indigenous Peoples.

In 2021, NACM, in partnership with the Canadian Association of Midwives (CAM), proposed a three-year project to advance an Indigenous-led strategy to address a health worker shortage and extend universal health coverage to underserved Indigenous communities in Canada.

The Indigenous Midwifery Education Initiative (IME) is a three-year project which aims to expand opportunities for community-based Indigenous-led midwifery education. This project is being advanced at the same time as the federal government is making investments in growing and sustaining Indigenous midwifery in Canada. This project is built on the need to diversify pathways to midwifery education that ensures learners stay in communities, recognizes Indigenous midwifery expertise, and centers Indigenous knowledges in the design and delivery of sexual and reproductive health education.

The program is designed to be community driven and self-directed learner paced. There are currently 6 communities and 15 students participating in the initiative.

Teaching and learning will be based on NACM's [Framework of Competencies for Indigenous Midwifery](#) and guided by three interrelated learning spheres:

#### 1. Land-based Knowledge

The purpose of this sphere is to integrate Indigenous cultures, traditions, values, and beliefs and how they relate to midwifery practice and service delivery in Indigenous communities. Learning on the land provides a foundation in Indigenous midwifery learning that grounds itself within cultural knowledge and within the culture itself. NACM will provide communities with a framework highlighting key areas to be taught in the program. The land-based learning topics can be tailored to each community. Teachers will include Elders or Knowledge Keepers selected by the community. NACM will provide honoraria for these individuals.

## 2. Core Health Sciences

Learners will be oriented in life sciences and other subjects that are relevant to midwifery, perinatal health, and infant development. NACM is exploring educational institutions to find the right course. It will be to the learner's great advantage to enroll in the course once it is identified. Communities will be responsible for tuition. NACM may support tuition where possible depending on availability of funding. NACM will develop an individual plan with learners who are not able to enroll in the course due to not having the prerequisites.

## 3. Laddering courses

Throughout the initiative learners will enroll in various Maternal, Newborn, and Child Health (MNCH) related courses to equip them with practical skills and knowledge to contribute meaningfully to MNCH care and services in their communities. Courses include doula training, the Canada Prenatal Nutrition Program (CPNP) course, birth worker courses, etc.

## Assignment

Under the supervision and guidance of the NACM IME Lead and in collaboration with the NACM staff, project partners, community representative, and initiative learners, the consultant(s) will have the responsibility of conducting a baseline assessment; evaluating the work that has happened so far; and build on learnings from the last two years, especially those related to the demand for community-based education.

There are three phases to this work:

1. Conducting an initial assessment to establish a baseline for basic MNCH services in participating communities.
2. Conducting an evaluation of the first year of implementation of the IME initiative in participating communities.
3. Reporting on baseline assessment, analysis of first-year implementation and supporting a monitoring and evaluation strategy for the years 2 and 3 of the project that includes an endline assessment.

## Activities and Deliverables

### 1. Gather Baseline Data

*Timeframe: September to December 2022*

The consultant will gather baseline data to produce a description of the existing MNCH services in each community. The consultant will also conduct a baseline assessment of the skills and knowledges of the learners.

The consultant will use the following tools to determine existing gaps and community readiness for participating communities:

- NACM's [Framework of Competencies for Indigenous Midwifery](#)
- NACM's IME Readiness criteria
- MNCH provincial guidelines

The consultant will also provide recommendations on the improvement of NACM's IME Readiness criteria.

## **2. First-Year Evaluation**

*Timeframe: January to April 2023*

Through desk review, surveys and other approaches, the consultant will collect data from NACM's IME staff, learners, existing documentation, community representatives and stakeholders to determine accessibility, suitability, and applicability of the IME initiative. Additional indicators should be refined by the Consultant based on NACM's priorities, including growth and sustainability of the profession, recognition of the profession and diversification of educational pathways, with a view towards recognition of the profession, community-systems integrations, and sustainability.

The consultant will develop program evaluation tools that will allow for data collection and analysis based on outcome indicators: accessibility, applicability, suitability, and sustainability of the initiative.

The data analysis should be part of the reporting and include recommendations on the following elements:

- Accessibility of the 3 spheres of the initiatives, as well as the Introduction to Indigenous midwifery course and the midwifery hand skills teachings. The assessment should, include content; learning materials and resources; timing and schedules, delivery methods etc.
- Suitability and applicability of the program to learners and communities – the leading question being is the initiative responding to the overarching goal of expanding community-based opportunities for Indigenous Midwifery?

## **3. Reporting**

*Timeframe: January to April 2023*

The consultant will draft an evaluation report with observations and recommendations, focused on key outcome indicators. The report should also include recommendations on NACM's future IME programming, sustainability, the monitoring and evaluation strategy, and the following elements:

- The readiness criteria
- Recommendations based on Deliverables 1 and 2
- Endline assessment tools

## **Qualifications**

- 3-5 year of monitoring and evaluation experience with a primary focus on community-based initiatives.
- Working knowledge of the professional of Indigenous midwifery and midwifery education.
- Strong knowledge of maternal child health issues in Indigenous communities.
- Excellent research and writing skills, specifically in the context of conducting baseline, midline or endline assessments.
- Excellent communication skills.
- High degree of resourcefulness, flexibility, and adaptability.
- Ability to operate independently and utilize strong decision-making skills.
- Highly organized, attention to detail and excellent follow-through required.
- Strong commitment to working collaboratively with diverse Indigenous stakeholder groups.
- Computer literacy, including effective working skills of MS Word, Excel and Outlook required.

## Working Conditions

- Timeframe: September to April 2023
- Work will take place remotely
- Budget: \$23,000 CAD
- The consultant(s) must be eligible to work in Canada

## How to Apply

NACM is an Indigenous led and governed organization. Indigenous candidates are strongly encouraged to apply. Non-Indigenous candidates must have a commitment to working within an anti-oppressive, Indigenous framework.

Please submit a CV and cover letter providing an overview of your skills and experience and/or the composition of your team (if applicable), indicating relevant experience in Indigenous health programming, midwifery education, monitoring and evaluation, experience working with band councils and Midwifery Associations and Midwifery Education programs.

*Please follow these instructions:*

- Send your CV and a cover letter in one PDF document and ensure that your first and last names OR the consultancy teams' name and the text "IME Evaluation Consultant" are included in the file name.
- Submit a one-page description of the methodology and approach the consultant will take, including reference to existing Indigenous-led approaches and principals.
- Send your PDF by email with the subject "IME Evaluation Consultant" to [atassignon@canadianmidwives.org](mailto:atassignon@canadianmidwives.org)
- Deadline for applications is **5pm Eastern Time on August 29, 2022.**

*We thank all applicants for their interest, however, only applicants selected for an interview will be contacted. Resumes received will be held confidential, shared with the selection committee only, and be used only for the purposes of selection for this position.*