



## Call for Midwife Volunteers – Emergency Skills Instructors

Midwifery Emergency Skills Training (MEST) in Tanzania

*Strengthening Midwifery in Tanzania (SMIT) Project*

### Summary

The Canadian Association of Midwives (CAM) in collaboration with the Tanzania Midwives Association (TAMA) wishes to recruit **two (2) Canadian midwife volunteers** to co-facilitate three Midwifery Emergency Skills Trainings (MEST) for in-service midwives as part of the *Strengthening Midwifery in Tanzania (SMIT)* project.

### Emergency Skills Instructors

**Timeframe:** February 10-28, 2025 (approximately 3 weeks)

**Location:** Dar es Salaam and/or Shinyanga Region, Tanzania

This call is seeking two experienced, Canadian midwives to travel to Tanzania in early February 2025 to co-facilitate a five-day MEST with TAMA midwife facilitators to equip nurse/midwives and other health professionals with the essential skills and knowledge needed to handle emergencies. Each volunteer will be deployed either to Dar es Salaam or Shinyanga Region to conduct a series of three workshops for a period of three consecutive weeks between February 10 and 28, 2025. CAM and TAMA will support the volunteers to ensure their well-being and oversee effective activity implementation.

### Background to the Project

Led by UNFPA-Tanzania, the Strengthening Midwifery in Tanzania (SMIT) project, also known as *Thamini Uzazi Salama* in Swahili, is supported by the Government of Canada through Global Affairs Canada, with CAM and Amref as implementing partners. Over seven years, from 2023 to 2030, the project will contribute to the reduction of maternal and newborn mortality by increasing the availability of skilled midwives in Tanzania.

Tanzania is ranked among the ten top countries in the world with a high burden of maternal and newborn mortality. Its maternal mortality ratio is estimated to be 104 per 100,000 live births and its neonatal mortality is 24 per 1,000 live births (Tanzania Demographic Health Survey [TDHS], 2022) – the majority of these deaths are preventable. Tanzania has seen limited progress with respect to its maternal mortality ratio (MMR) over the last two decades (TDHS, 2015/2016). Globally evidence shows that about 80% of maternal and newborn mortality can be averted by ensuring a competent and well-motivated midwifery workforce. In Tanzania, the quality of in-service midwifery services is



poor and in need of strengthening clinical skills and knowledge, particularly in the area of emergency skills.

The SMIT project aims to reduce maternal and newborn mortality by ensuring the availability of skilled midwives. It focuses on strengthening the health system, creating a supportive environment for midwifery practices, and addressing sociocultural factors that limit access to healthcare services and hinder the exercise of reproductive rights. The project will focus on expanding access to gender-responsive, quality midwifery services, ensuring that individual rights and choices are respected.

In this project, CAM is partnering with the Tanzania Midwives Association (TAMA) to:

- i. Improve the delivery of quality gender-responsive midwifery education (pre and in service)
- ii. Improve the delivery of gender-responsive health services by midwives; and
- iii. Strengthen an enabling environment to facilitate gender-responsive midwifery practices.

To support the project objectives, trainings will be delivered to update and enhance the lifesaving skills of midwives, in particular their capacity to manage emergency obstetric and neonatal complications.

The Midwifery Emergency Skills Training (MEST) program, used in Tanzania, focuses on improving midwives' ability to manage emergencies and enhancing maternal and newborn health outcomes. This five-day training was developed through a collaboration between TAMA and CAM under the Umoja partnership and has been used and regularly updated since 2013. In the SMIT project, the MEST will be delivered to 180 nurse-midwives and other healthcare providers in the regions of Dar es Salaam and Shinyanga. The MEST program will enhance the skills of practising nurse-midwives of all levels, equipping them with essential midwifery competencies required to deliver the comprehensive range of services as required by the Tanzania Nursing and Midwifery Council (TNMC).

## Goal and Objectives of Placement

The goal of this placement is to strengthen the clinical skills and knowledge of midwives which will improve the delivery of quality maternal and newborn health services in Dar es Salaam and Shinyanga Region of Tanzania.

Specific objectives of this midwife volunteer placement are as follows:

1. Engage in a one-day preparatory meeting with the training team in Dar es Salaam and Shinyanga region;
2. Support the creation of pre- and post-tests;
3. Facilitate three (3) five-day MEST workshops in Dar es Salaam and Shinyanga Region;
4. Gather insights, learnings and success stories to share with other midwives nationally and internationally;



5. Prepare a training and trip report.

## Methodology

**1. Parties Involved** – During the assignment, work and collaboration will occur between the following actors:

- a) Volunteers: Canadian midwife volunteers
- b) Stakeholders and participants:
  - Tanzania Midwives Association (TAMA)
  - Ministry of Health (MoH)
  - Tanzania Nurse and Midwifery Council (TNMC)
  - Health Training Institutions from the Dar es Salaam and Shinyanga Region
  - Regional and District Health Management Teams from Dar es Salaam and Shinyanga Region
  - Canadian Association of Midwives (CAM)

## 2. Methods:

- a) Review of training materials
- b) Facilitation of Emergency Skills trainings
- c) Stakeholder and partner meetings
- d) Support provided to Emergency Skills trainers
- e) Co-Facilitation of meetings and workshops
- f) Courtesy visits to TAMA stakeholders as required

## 3. Resources available:

During the assignment on location in Tanzania, the volunteers will have access to the following resources:

- a) Support from TAMA staff throughout the placement;
- b) Training materials, including Ministry of Health Guidelines for reference;
- c) Emergency Skills Manual and relevant resources;
- d) Venue for training with projector and necessary stationary;
- e) Accommodations, meals and transportation.

CAM will support the volunteers with respect to assignment planning and coordination, any activities undertaken in Canada, as well as logistical planning including travel, immunizations and reimbursement of expenses.

All questions and concerns before and after the placement should be directed to the CAM Project Officer. While in Tanzania, TAMA will act as primary support to the volunteers.



## **Timeline**

The MEST workshops will be conducted from February 10 to 28, 2025. Volunteers will travel to Tanzania several days prior to acclimatize and meet key stakeholders.

CAM will conduct preparatory meetings and provide support with travel booking in December and January 2025.

An activity and a trip report as well as expense forms must be submitted to CAM by the end of March 2025.

## **Deliverables**

The volunteers will be responsible for delivering the following during their placement:

1. Final version of a pre- and post-test, developed with TAMA members.
2. Training to 180 (90 for each volunteer) in-service midwives.
3. Support to at least 10 instructors in the facilitation of the MEST.
4. Travel and activity report that summarizes the assignment as well as held meetings, outputs and challenges. CAM will provide a report template.
5. A detailed timesheet capturing the number of days worked and activities undertaken. CAM will provide a time sheet template.

## **Travel Support and Compensation**

CAM and TAMA will assist the volunteers in all stages of the volunteer placement. All costs associated with the volunteers' work will be covered by CAM, in accordance with policies and procedures stipulated by the donor, Global Affairs Canada.

The project will cover the following volunteer expenses:

- Flight
- Accommodations
- Emergency travel and health insurance
- Per diems and incidentals rates according to the National Joint Council
- Selected pre-departure immunizations
- All expenses related to obtaining a visa
- All expenses related to registration and licencing in Tanzania



## Qualifications

- Registered and licenced midwife with at least (3) years of practice and a member of CAM;
- Experience delivering an emergency skill program;
- Experience with cross-cultural communication and facilitation skills in English;
- Strong analytical and writing skills;
- Proven experience working collaboratively with peers;
- A flexible and adaptable approach to work and relationships.

## Assets

- Experience working in international and/or humanitarian settings.
- Experience working in a sub-Saharan African country.
- Experience in working in low resource settings.

## How to Apply

Interested applicants are requested to submit the following:

1. Application letter (1-2 pages maximum)
2. CV

The application should be sent to [admin@canadianmidwives.org](mailto:admin@canadianmidwives.org) with the Subject Line: “SMIT MEST Volunteer Application” no later than **November 30, 2024**.

For inquiries please contact: Stephano Simba, CAM Regional Representative for Central and Eastern Africa: [ssimba@canadianmidwives.org](mailto:ssimba@canadianmidwives.org)

*We are looking forward to working with you!*