

Call for Student Midwife Volunteers: Supportive Supervision Desk Review

Somali Midwives for Improving Lives and Enhancing SRH (SMILES) project

Summary

The Canadian Association of Midwives (CAM) in collaboration with the Somalia Midwives Association (SOMA) and Puntland Association of Midwives (PAM) wishes to recruit Canadian student midwife volunteers to **support the preparation of an orientation and training on supportive supervision program** targeting Somali schools and attached health facilities as a part of the Somali Midwives for Improving Lives and Enhancing SRH (SMILES) project.

Research Assistant

Timeframe: approximately 15 days of work (105 hours) in total, non-consecutive, **to be completed by January 2026**.

Location: Remote.

This call is for **Canadian student midwives** to assist a Canadian Midwife Consultant to review and revise the content, materials and tools for an orientation session and training on supportive supervision¹. This program will be implemented in three midwifery schools and affiliated health facilities offering midwifery students clinical placements in Galgaduud, Lower Juba and Puntland. This work is expected to take approximately 15 days (105 hours) and can be completed at one's own pace, remotely. It will be structured as a **desk review** of the existing tools, materials, documents, and previous supportive supervision reports. CAM will provide support to the volunteers, facilitate their access to documentation and materials, as required, and oversee the overall coordination of the work.

¹ A supportive supervision programme is a structured approach to mentoring, monitoring, and capacity building of health workers and educators that goes beyond inspection or fault-finding within health/educational institutions. It is designed to strengthen skills, improve quality of care, and build confidence among maternal health providers and educators, while also addressing systemic barriers.

Background to the placement

The SMILES project is a 5-year initiative funded by **Global Affairs Canada** and led by CARE International Canada, in partnership with the Canadian Association of Midwives (CAM), Somalia Midwives Association (SOMA), Puntland Association of Midwives (PAM) and the Somaliland Nursing and Midwifery Association (SLNMA). The Ultimate Outcome of this project is to **improve SRHR for Somali women and adolescent girls (ages 15–49)** by strengthening the supply of qualified midwives to provide rights-based, gender-responsive services, and enhancing the utilization of midwifery care by women and girls by increasing awareness their SRHR to access these services.

The SMILES project is working with five midwifery schools in Somalia and Somaliland to strengthen their ability to provide high-quality, rights-based, and gender-responsive pre-service education in the classroom and in health facilities which provide clinical placements to students. This project builds and expands on the achievement of Strengthening Midwifery Education and Practice in Somalia (SMEPS) project from 2020-2025 which introduced a new three-year midwifery diploma curriculum and trained tutors and clinical instructors to implement the curriculum and supported them through supportive supervision in midwifery schools and health facilities. In SMILES, the consortium will continue to strengthen and fully integrate the midwifery curriculum through supportive supervision and address the gaps in teaching methods and clinical skills and knowledge.

CAM, SOMA and PAM will provide technical assistance throughout the implementation of a supportive supervision program at targeted midwifery schools in South Central and Puntland, Somalia. This activity consists of an orientation of stakeholders on the supportive supervision program, establishment of a steering committee, provision of trainings to supportive supervision supervisors as well as conducting supportive supervision visits at targeted schools and affiliated health facilities that accept student placements.

Goal and Objectives of Placement

The goal of this placement is to **support the implementation of the supportive supervision program in three midwifery schools in Somalia** as a means to **strengthening the midwifery education program**.

Specific objectives include:

- Identify best practices in supportive supervision: **Conduct a literature review** of best practice in supportive supervision (including cross-cutting themes of gender-responsive, inclusive practice and climate/environment within this activity and midwifery practice).
- **Review previous supportive supervision documentation** (steering committee, workshop and visit reports) to identify strengths, weaknesses and lessons learned to be integrated and/or reinforced in upcoming work.
- **Support the improvement of existing supportive supervision tools and materials:** Review and revise supportive supervision framework, tools and training materials; integrating information from reports and literature review. Support the **preparation of orientation and workshop**.

Methodology

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

- a) Volunteers: Canadian student midwife volunteers
- b) Stakeholders and participants:
 - Canadian Midwife consultant hired by Canadian Association of Midwives.
 - Canadian Association of Midwives Project Coordinator for SMILES.
 - CAM Midwifery Technical Expert.

2. Methods

- a) Literature Review of Best Practices.
- b) Review of supportive supervision tools, training materials and reports from previous visits and trainings.
- b) Meetings with consultant and project team as needed.

3. Resources available

During the assignment, the volunteers will have access to the following resources:

- a) Ongoing support from CAM staff;
- b) Documentation related to the supportive supervision program (tools, materials and reports).

CAM will support the volunteers with respect to assignment planning and coordination. All questions and concerns before and after the placement should be directed to the CAM Project Coordinator.

Timeline

The orientation and training on supportive supervision will be conducted **mid to late January 2026**. Volunteers are expected to collaborate with the project team and the consultant in preparation of these activities.

CAM will conduct a preparatory meeting to introduce the project in **October 2025**.

The volunteers will have to submit an activity report **by the end of January 2026**.

Reporting

Volunteers will be responsible for delivering the following during their placement:

1. A **report** synthesizing Best Practices;
2. A **list of recommendations to improve the quality** of tools, materials and workshop content
3. A **final report summarizing the assignment** as well as held meetings, outputs and challenges. CAM will provide a report template;
4. A **detailed timesheet** capturing the number of hours worked and activities undertaken. CAM will provide a time sheet template.

Qualifications and requirements

CAM is looking for Canadian midwifery students with the following qualifications:

- **Currently enrolled in a Midwifery Program at an educational institution in Canada;**
- Cultural sensitivity and experience with cross-cultural communication;
- Strong analytical and writing skills;
- Strong organizational skills, ability to handle multiple tasks, self-management and prioritization; ability to meet deadlines.

Assets:

- Experience collaborating with not-for-profit, development or humanitarian organizations.
- Knowledge of Somalia and/or the Horn of Africa region.
- 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 with the Subject Line: “SMILES Supportive Supervision Volunteers Application” no later than **September 30, 2025**.

For inquiries please contact: Letizia Gianfranceschi, CAM Project Coordinator for SMILES at lgianfranceschi@canadianmidwives.org