

**Terms of Reference**  
**Consultancy: Student Assessment Process**  
**Somali Midwives for Improving Lives and Enhancing SRH (SMILES) project**

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**Technical Activity:**

The Canadian Association of Midwives (CAM) is seeking a Midwifery Education Consultant to collaborate with Somali partners to improving the quality of student assessment processes, practices, and materials midwifery schools in Somalia and Somaliland. This consultancy involves strengthening Somali midwife educators in student assessment through workshops and collaboration on the development of assessment tools.

*Please note that the student assessment process will be carried out in conjunction with the supportive supervision program. CAM is seeking a Consultant who is willing to commit to both activities. For more details on supportive supervision, kindly refer to the ToR available on the CAM website.*

**Timeframe:** The consultancy spans 62 non-consecutive days, with activities scheduled between early 2026 and early 2027.

**Location:** Hybrid: remotely from Canada with workshops in Somalia and Somaliland.

**Budget :** A maximum of **CAD 55,800**.

**A. Project Summary, Background and Rationale for the Assignment**

The SMILES project is a 5-year initiative funded by Global Affairs Canada and led by CARE International, 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 midwifery 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.

The SMEPS project identified gaps in student assessment tools. An initial orientation session provided limited results, underscoring the need for further work. Building on this, the SMILES project will train

midwifery educators in developing assessment tools (e.g., OSCEs and written exams), support them in co-developing standardized tools, and orient schools on their use.

## **B. Goal and Objectives of the Assignment**

The goal of this assignment is to improve the quality of student assessment processes, practices, and materials within midwifery education programs in Somalia and Somaliland.

Specific objectives include:

1. Strengthen the capacity of midwifery educators to design effective OSCEs and written examinations.
2. Collaboratively develop new OSCEs and exam questions, or revise existing ones, with midwifery educators.
3. Support Somali consultants to orientate midwifery schools in the new and/or revised student assessment tools.

## **C. Methodology/Approach for the Assignment**

**Resources available:** The Consultant will have access to the following resources:

- Relevant documents (reports and other workshop materials, existing student assessment tools from the targeted schools).
- Access to and support from CAM staff as needed and requested.
- Support from Midwifery Student Volunteer(s) from Canadian Midwifery School(s).
- Access to key stakeholders who can support in the co-facilitation of the training and workshops as required and requested.

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

1. Midwife Consultant
2. CAM Global Midwifery Technical Expert,
3. SMILES Project Coordinator and other appropriate CAM Staff;
4. Somali Consultants (SOMA, PAM, SLNMA);
5. Midwifery Student Volunteer(s) from a Canadian Midwifery School;
6. Other stakeholders and participants:
  - a. MoH
  - b. CARE
  - c. Midwifery School Tutors and Principals.

**Role of CAM:** CAM will act as the focal point for all project planning and all communications with and between internal and external partners. CAM will be responsible for the logistical organization of the consultant's travel to Somalia and Somaliland.

**Role of the Consultant:** The Consultant will produce the deliverables per the timeline outlined below and will provide CAM with regular updates on the progress of their work.

**Role of SOMA, PAM, and SLNMA project leads:**

Project Focal Points from the Midwifery Associations will be responsible for:

- Coordinating the invitation and participation of MoH/MoHD representatives and other stakeholders in the training and co-development workshops;
- Managing the logistics of the training and the co-development workshops, including providing materials to participants as needed;
- Supporting translation from English to Somali and facilitating the event;
- Facilitating effective collaboration between the Canadian consultant and the Somali consultants in the preparation of the orientation sessions to introduce the tools to midwifery schools.

#### **Methods:**

1. With support from student midwife volunteer(s) from a Canadian midwifery school, conduct a desk review of the existing material from SMEPS project (including: workshop presentation, activity reports etc., as well as existing student assessment tools) and identify best practices for developing assessment tools aligned to global standards.
2. Develop a workshop on the development and/or upgrade of student assessment tools, with the support from the Canadian student midwife volunteer(s).
3. Deliver an in-person workshop to midwife educators in the development of student assessment tools.
4. Co-develop student assessment tools with Somali midwifery educators.
5. Support the Somali Consultants in preparing the orientation sessions during which the assessment tools and processes will be introduced to the midwifery schools.

#### **D. Remuneration and Deliverables Schedule**

The Consultant will be remunerated for their services based on payable amounts for the activities according to the deliverables schedule, as discussed and agreed with CAM upon contract signing. The full contract will be no more than CAD 55,800.

#### **Tentative Deliverable Schedule \***

*\*Kindly note that this schedule is provisional and may be adjusted based on project needs.*

<b>Delivrables</b>	<b>Documents to Submit</b>	<b>Due</b>
Desk review, inception report	<ul style="list-style-type: none"> <li>• Desk review and inception report.</li> <li>• Invoice #1.</li> </ul>	January 31, 2026
Student Assesement Tools (OSCE and written exams) training session (1)	<ul style="list-style-type: none"> <li>• Training material.</li> <li>• Attendance sheets.</li> <li>• Training report.</li> <li>• Pre- and post-training survey on the understanding of tools in line with midwifery curriculum and global standards.</li> <li>• Invoice #2.</li> </ul>	February 15, 2026

Training Final report	<ul style="list-style-type: none"> <li>• One finalized report</li> <li>• Invoice #3.</li> </ul>	February 28, 2026
First co-development workshop	<ul style="list-style-type: none"> <li>• List of participants.</li> <li>• Samples of standardized assessment tools developed and validated.</li> <li>• Pre- and post-workshop surveys.</li> <li>• Activity report.</li> <li>• Trip report.</li> </ul> <p>Invoice #4</p>	March 15, 2026
First co-development workshop	<ul style="list-style-type: none"> <li>• List of participants.</li> <li>• Samples of standardized assessment tools developed and validated.</li> <li>• Pre- and post-workshop surveys.</li> <li>• Activity report.</li> <li>• Trip report.</li> </ul> <p>Invoice #5</p>	June 30, 2026
Working session with Consultant from SOMA	<ul style="list-style-type: none"> <li>• Meeting summary.</li> <li>• Orientation session material.</li> <li>• Orientation sessions report.</li> </ul> <p>Invoice #6</p>	Apr 15, 2027
Working session with Consultant from PAM	<ul style="list-style-type: none"> <li>• Meeting summary.</li> <li>• Orientation session material.</li> <li>• Orientation sessions report.</li> </ul> <p>Invoice #7</p>	Apr 30, 2027
Working session with Consultant from SLNMA	<ul style="list-style-type: none"> <li>• Meeting summary.</li> </ul>	May 15, 2027

	<ul style="list-style-type: none"> <li>• Orientation session material.</li> <li>• Orientation sessions report.</li> <li>• Final report on the orientation activity in the whole project area.</li> <li>• Invoice #8</li> </ul>	
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### **Qualifications and requirements**

CAM is looking for a Canadian Midwifery Education Consultant with the following qualifications:

- Be a Canadian Midwife with at least ten (10) years of experience and at least five (5) years in midwifery education.
- Demonstrated experience and knowledge in student assessment and mentoring
- Good knowledge of adult training techniques and experience in facilitating continuing professional development courses
- Cultural sensitivity and experience with cross-cultural communication
- Demonstrated experience and knowledge in respectful maternity care
- Strong familiarity with concepts of gender equality and social inclusion
- Interest in mutually beneficial capacity building
- Excellent command of oral and written English
- Excellent cross-cultural communication and collaboration 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, Somaliland 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 (2 to 3 pages maximum) outlining the approach, timeline and expected remuneration for the work.
2. CV.

The application should be sent to [admin@canadianmidwives.org](mailto:admin@canadianmidwives.org) with the Subject Line: “SMILES Student Assessment Consultant Application” no later than **October 17, 2025**.

For inquiries please contact: Letizia Gianfranceschi, CAM Project Coordinator for SMILES at [lgianfranceschi@canadianmidwives.org](mailto:lgianfranceschi@canadianmidwives.org)