

Terms of Reference
Consultancy: Supportive Supervision
Somali Midwives for Improving Lives and Enhancing SRH (SMILES) project

Technical Activity:

The Canadian Association of Midwives (CAM), seeks a Midwifery Education Consultant to support the implementation of a supportive supervision programme of midwife tutors and clinical instructors in targeted midwifery schools and health facilities in Somalia (Jubaland, Galgaduud and Puntland).

The Consultant will collaborate with Student Midwife Volunteer(s) and Somali counterparts (in Jubaland, Galgaduud and Puntland) to:

- Review and revise supportive supervision documentation as required;
- Develop and facilitate an in-person orientation session for Somali stakeholders, including tutors, clinical instructors, representatives of the Ministry of Health, and midwifery associations;
- Provide remote mentorship to Somali Midwife Consultants during the in-country training of supportive supervisors.

Please note that the supportive supervision program will be carried out in conjunction with the student assessment process (training on OSCES and written exams development, co-development workshops and orientation sessions). CAM is seeking a Consultant who is willing to commit to both activities. For more details on student assessment, kindly refer to the ToR available on the CAM website.

Timeframe: Tentatively, January 2026.

Location: Canada (remote); Mogadishu and Bosasso (Somalia).

Budget: CAD 9,000.

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. 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 three targeted midwifery schools in Jubaland, Galmudug 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.

CAM is seeking a midwife with expertise in education to work with SOMA and PAM to lead an orientation session on supportive supervision and support the implementation of a five-day workshop that will train supportive supervisors.

B. Goal and Objectives of the Assignment

The goal of this assignment is to improve the quality of midwifery education through the implementation of a supportive supervision programme for midwifery tutors and clinical instructors in Somalia.

Specific objectives of the assignment are to:

1. Review and revise supportive supervision tools, documents and related training materials.
2. Conduct an orientation of a supportive supervision programme to project stakeholders in Somalia.
3. Support the facilitation of a five-day workshop to project stakeholders.

C. Methodology/Approach for the Assignment

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

- Relevant documents (clinical instructors' observation checklist, tutors' teaching session observation checklist, and tutors' self-assessment checklist, reports and other workshop materials).
- Access to and support from CAM staff as needed and requested.
- Support from Midwifery Student Volunteers from Canadian Midwifery School(s).
- Access to key stakeholders who can support in the co-facilitation of the orientation session 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 and PAM);
5. Midwifery Student Volunteer(s) from a Canadian Midwifery School;
6. Other stakeholders and participants:
 - a. MoH
 - b. CARE
 - c. Midwifery School Principals
 - d. Tutors and clinical instructors

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.

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 and PAM project leads:

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

- Facilitating effective collaboration between the Canadian consultant and the Somali consultants;
- Coordinating the invitation and participation of MoH representatives and other stakeholders in the orientation sessions;
- Managing the logistics of the orientation sessions, including providing materials to participants as needed;
- Supporting translation from English to Somali and facilitating the event.

Methods:

1. Conduct a review of supportive supervision tools, documents and reports with the support of midwifery student volunteers, the consultant will consider incorporating a gender-responsive lens, inclusivity, and climate resilience into the tools and workshop material, as appropriate.
2. Conduct meetings with relevant stakeholders, including Somali consultants.
3. Develop a one-day orientation session.
4. Conduct a one-day in-person orientation session.
5. Support the preparation of a five-day workshop, in collaboration with Somali consultants ensuring that the leadership role of midwives in conducting supportive supervision and identifying gaps in the targeted midwifery schools and health facilities is effectively highlighted and promoted.
6. Provide remote support to Somali consultants during the delivery of the workshop.

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 **\$9,000CAD.** at a rate of \$900 CAD/day.

Tentative Deliverable Schedule:

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

| Delivrables | Documents to Submit | Due |
|--|--|------------------|
| Desk review, inception report Stakeholder meeting | <ul style="list-style-type: none"> • Desk review and inception report. • Attendance sheet. • Meeting summary. • Invoice #1. | January 15, 2026 |
| Orientation sessions in Somalia (2 locations) and remote support to Somali consultants | <ul style="list-style-type: none"> • Attendance sheets. • Orientation summary report. • Log of queries received and resolutions suggested. • Invoice #2. | January 24, 2026 |

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| Final report | <ul style="list-style-type: none"> • One finalized report • Invoice #3. | January 31, 2026 |
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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
- Demonstrated experience and knowledge in supportive supervision and mentoring
- Demonstrated experience and knowledge in designing and implementing quality assurance programmes in health care settings
- Good knowledge of adult training techniques and experience in facilitating TOT and 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 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 Consultant Application” no later than **October 17, 2025**.

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