

## CALL FOR INTEREST

### Consultancy:

#### **Midwifery Technical Assistance: Support the development of in-service training material for nurses and midwives in Malawi and South Sudan**

The Canadian Association of Midwives (CAM) invites you to submit a proposal in accordance with the requirements of the following Call for Interest. Proposals must be received by CAM no later than the due date indicated in the table below:

|                                                                          |                                                                                                                                                           |
|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Issue Date</b>                                                        | 2026-08-17                                                                                                                                                |
| <b>Proposal Due Date</b>                                                 | 2026-09-18                                                                                                                                                |
| <b>Written questions and proposals should be submitted via email to:</b> | Amal Bannout, Director of Operations<br>Email: <a href="mailto:abannout@canadianmidwives.org">abannout@canadianmidwives.org</a><br>Subject: TRUST MTA CFI |

## Call for Interest

### Midwifery Technical Assistance: Development of In-Service Training Materials for Nurses and Midwives in Malawi and South Sudan

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## **1. Background**

The Canadian Association of Midwives (CAM) seeks to recruit one (1) Canadian midwife consultant to provide technical assistance to the South Sudan Nurses and Midwives Association (SSNAMA) and the Association of Malawi Midwives (AMAMI). The objective of this consultancy is to strengthen the quality and relevance of in-service education for nurses and midwives through the review, revision, development, and validation of training materials. Working in close collaboration with national stakeholders, the consultant will ensure that all materials are contextually appropriate, aligned with national policies and clinical guidelines, and informed by current evidence-based practice. The materials will also reflect a rights-based and Gender Equality and Social Inclusion approach, while incorporating respectful maternity care, interprofessional collaboration, and climate-responsive health care.

## **2. Organizational Background**

The CAM is the national professional association representing midwives and the profession of midwifery in Canada. Our work is focused on ensuring more equitable access to high quality sexual, reproductive, and newborn midwifery services in Canada and globally. To achieve this, we work in close partnership with the National Council of Indigenous Midwives (NCIM), midwifery associations, midwives, and relevant stakeholders. Our programming is funded by Government of Canada departments and agencies (i.e. Health Canada, Global Affairs Canada), private donors and UN agencies, and operational funding.

## **3. Project Background**

### **3.1. Overview of the TRUST Project**

**The TRUST: Women's Voice, Midwifery Leadership for Resilient Health** is a 5-year Global Affairs Canada-funded initiative led by CAM that aims to strengthen gender-responsive, resilient health systems in Malawi and South Sudan. The project seeks to improve the ability of women and girls, including adolescents and those facing intersecting forms of marginalization, to exercise their sexual and reproductive health and rights (SRHR) by advancing midwifery leadership, expanding access to inclusive, rights-based care, and engaging communities in participatory, gender-transformative approaches. Through partnerships with midwifery associations, women- and youth-led organizations, and other local and international stakeholders, TRUST supports a range of activities, including health professional training and mentorship, midwifery leadership development, operational and academic research, social accountability initiatives, radio-enabled community engagement campaigns, and participation in transnational learning and advocacy networks focused on advancing collective SRHR priorities such as climate change, Indigenous rights, and SRHR neglected areas. These efforts are designed to address persistent barriers to SRHR and improve access to and quality of essential maternity care services, with an estimated reach of over 1.6 million direct and indirect beneficiaries. By investing in skilled health professionals and promoting inclusive, rights-based care, TRUST will help ensure that health systems can respond flexibly and effectively to both acute crises and ongoing challenges. The project's multipronged approach will foster an enabling environment that upholds the rights and agency of all individuals, specifically women and girls, and marginalized groups, ultimately contributing to improved SRHR

outcomes and more equitable health systems in Malawi and South Sudan.

This 5-year project, supported by the Government of Canada through Global Affairs Canada, is led by CAM in close collaboration with its project partners, including AMAMI and SSNAMA. CAM oversees the overall management of the project and contributes its technical expertise, while supporting a consortium of implementing organizations that also include Farm Radio International, Farm Radio Trust Malawi, CARE Canada, CARE South Sudan, the Association of Gynecologists and Obstetricians of South Sudan, and the Association of Media for Development of South Sudan.

### 3.2. About the TRUST Project Partners

- **CAM:** As the professional association representing midwifery in Canada, CAM believes that midwives play a unique and fundamental role in promoting sexual health and reproductive rights, and in the delivery of quality reproductive, maternal, and newborn health care, both in Canada and internationally. Since 2008, CAM has been working with other national midwifery associations around the world to provide opportunities for mutual capacity building and collaboration on development projects. Through strong partnerships with midwifery associations, CAM is committed to ensuring that the perspectives of partners lead maternal, newborn, and child health programs. These perspectives guide how it plans and prioritizes its international work and how it links the expertise of the Canadian midwifery community to midwives elsewhere in the world.
- **SSNAMA:** SSNAMA, is the national professional association of nurses and midwives in South Sudan. It was established in 2011 and currently has 2,060 members. It is a national association with 15 branches across the country and plays a key role in advancing SRHR and the regulation of health professions in South Sudan through close collaboration with the Ministry of Health. SSNAMA conducts various programs including public outreach, SRHR programming for youth and continuing professional development for health workers. The association is intimately knowledgeable about the context of maternity care and deeply committed to realizing RMC and increasing assisted births in South Sudan.
- **AMAMI:** AMAMI, is the national professional association of midwives in Malawi, and works in a broad range of areas to support the continuous improvement of the midwifery profession in Malawi. AMAMI was established in 1997 after one of Malawi's prominent midwives attended the International Confederation of Midwives (ICM) conference in Oslo in 1996. It has extensive experience strengthening midwifery and SRHR at district, regional, and national levels, with a proven track record of securing support from major international partners such as USAID, UNFPA, Rotary International, and ICM.

## 4. Objectives & Scope of work

### 4.1. Goal and Objectives

The **goal** of this work is to contribute to improving the quality of sexual and reproductive health care in Malawi and South Sudan by strengthening in-service education for nurses and midwives.

The **specific objectives** are:

1. Review and adapt/develop a facilitator's manual on 6 topics using already existing/available CPD resources from Malawi and South Sudan
2. Develop companion pieces to the facilitator's manual. Companion pieces include but are not limited to pre and posttest, participant handouts, slides, OSCEs, job-aids etc.
3. Work with national midwifery experts from Malawi and South Sudan in the contextualization and finalization of developed training materials

#### **4.2. Methodology and Approach to Assignment**

##### **a. Parties involved**

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

- National Midwifery Experts from South Sudan and Malawi
- Canadian midwife consultant
- CAM TRUST Project Manager
- CAM Midwifery Technical Expert
- SSNAMA TRUST Project Coordinator
- AMAMI TRUST Project Coordinator
- Training and professional development stakeholders in Malawi and South Sudan
- Directorate of Reproductive Health at the Ministry of Health in Malawi and South Sudan

##### **b. Methods**

- Environmental Scan through document review and analysis (including existing training material from Malawi (notably the Integrated Maternal and Neonatal Care Training Manual) and materials from South Sudan and other comparable countries, relevant WHO documentation, national guidelines/protocols, and related content)
- Consultations and working sessions (virtual and in-person) with stakeholders for the development and validation of training and evaluation materials
- Adaptation of existing materials
- Production of written documents and training materials
- Validation meeting with stakeholders in each country

##### **c. Guiding Principles and Approach**

The consultant will work within the CAM's Global Program's approach to partnership, which is grounded in principles of mutual respect, equity, localization, and locally led solutions. CAM works collaboratively with national midwifery associations, professional bodies, ministries of health, and other stakeholders to strengthen sustainable capacity and leadership within the countries where they work.

The consultant will be expected to:

- Work collaboratively with CAM, partner organizations, and relevant stakeholders throughout the development process.

- Recognize and build upon existing knowledge, expertise, systems, and resources within partner organizations and countries, specifically from national midwifery experts.
- Support a participatory approach to the development of materials, ensuring that content is contextually appropriate, culturally relevant, and aligned with national priorities and standards
- Facilitate knowledge exchange and capacity strengthening rather than simply transferring externally developed resources.
- Remain responsive to partner feedback and incorporate perspectives from national stakeholders throughout the design, review, and finalization of materials.
- Ensure that the final deliverables support partner ownership and sustainability beyond the period of consultancy.
- Ensure the draft materials are evidence-based, competency-focused, and aligned with national clinical guidelines, WHO recommendations, and relevant professional standards.
- Incorporate principles of adult learning, simulation-based education, and gender-responsive, rights-based approaches throughout the materials.

#### **d. Resources available**

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

- CAM TRUST Project Manager to provide coordination support with the assignment, including stakeholder introduction and coordination, background information on CAM-Global, its past projects, and the TRUST project, as well as manage the logistical support for in-person workshop in Malawi in November 2026 (timing TBD)
- SSNAMA TRUST Project Coordinator and AMAMI TRUST Project Coordinator to provide contextual accompaniment and in-country support throughout the placement;
- National Midwifery Experts from Malawi and South Sudan to support in the contextualization of training materials developed to their national contexts
- CAM Midwifery Technical Expert to answer technical questions related to content production, and to review and provide feedback on deliverables;
- Workspace at the AMAMI office with access to Wi-Fi (please note that reliable Internet connection cannot be guaranteed at all times) while in Malawi;
- Costs related to travel to and accommodation in Malawi.

*The consultant will be required to use their own laptop computer to carry out the assignment. No computer will be provided for the assignment.*

CAM will provide an orientation/briefing to the consultant on the project and stakeholders, coordinate communication and logistics of the consultancy, and support narrative and financial reporting requirements. The consultant will report to CAM and comply with donor requirements as described by CAM.

The consultant will be responsible for adhering to CAM and donor policies, procedures and requirements and as outlined in the consultant contract. This includes understanding requirements for travel to Malawi,

verifying visa and vaccination requirements, confirming airfare, and accommodations, invoicing and preparing expense reports.

Any questions and concerns that may arise before, during or after the assignment should be directed to the CAM TRUST Project Manager. While in Malawi, AMAMI will act as primary contact to the consultant.

#### **e. Deliverables**

- Inception meeting and report (including workplan and timeline) validated with national stakeholders;
- Training materials (for Malawi and for South Sudan) on 6 topics for facilitators on selected clinical skills for midwife trainers and health care providers in Malawi and South Sudan, (including facilitator's guide, pre/posttests and all tools necessary for teaching the modules, e.g., agenda, PPT presentation, relevant handouts, job-aids, etc.);
- Activity report (a reporting template will be provided by CAM).

### **5. Consultant Requirements, Qualifications & Skills**

- Bachelor's degree in Midwifery or Nursing/Midwifery; a master's degree in a relevant field is an asset.
- Current or recent professional registration/licensure as a midwife in Canada.
- Minimum 7 years of relevant professional experience in midwifery, including clinical practice, education, training, or technical advisory work.
- At least 3 years of experience developing, reviewing, or adapting competency-based training materials for midwives, nurses, or other health professionals.
- Demonstrated experience developing facilitator guides, training modules, clinical scenarios, simulation exercises, job aids, and assessment tools, including OSCEs.
- Strong knowledge of maternal and newborn health, SRHR, adult learning, respectful maternity care, and gender-responsive and rights-based approaches.
- Experience collaborating with professional associations, Ministries of Health, health institutions, and other national-level stakeholders, ideally including international stakeholders.
- Experience working in low-resource or global health settings, particularly sub-Saharan Africa, is a strong asset.
- Strong technical writing, facilitation, stakeholder engagement, and cross-cultural communication skills.
- Excellent written and spoken English.
- Ability and willingness to travel to Malawi.

### **6. Budget & Suggested Timeline**

#### **6.1. Budget**

The maximum professional fee for this consultancy is **\$20,746 CAD**, inclusive of applicable taxes and expenses related to preparation of deliverables, except for specified travel expenses covered by CAM.

*CAM will cover roundtrip airfare from Canada to Lilongwe, Malawi, in-country transportation, visa and processing fees, accommodation, per diems (based on CAM established rates), and communication costs up to \$50 CAD per assignment. Meals, immunizations, anti-malaria medication, and other costs related to the placement and preparation of deliverables are the responsibility of the consultant.*

## 6.2. Timeline

The assignment is expected to require 22 working days between September 2026 and January 2027. Final deliverables are due by January 30, 2027. The anticipated work phases are inception and work planning (September–October 2026); development of draft training and assessment materials (October 2026); in-person finalization and contextualization in Malawi (November 2026); incorporation of stakeholder feedback and final revisions (November–December 2026); and submission of the activity report (January 2027).

All deliverables will be subject to review and validation by AMAMI, SSNAMA, CAM Midwifery Technical Expert and TRUST Project Manager, with CAM providing final approval. The final deliverables should be submitted by January 30, 2027, along with an invoice for the full amount of work.

| Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Timeline       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| <b>Inception Phase and Work Planning Activities</b> <ul style="list-style-type: none"> <li>Review relevant project documents and background materials.</li> <li>Meet with CAM and national stakeholders from Malawi and South Sudan to clarify objectives, scope, methodology, roles, and expectations.</li> <li>Develop a work plan and implementation approach</li> <li>Facilitate an inception meeting to validate the proposed methodology and work plan.</li> <li>Prepare and submit an inception report incorporating feedback from the inception meeting.</li> </ul>                                                                                                                                                                                                                                          | Sep - Oct 2026 |
| <b>Development of Draft Training Materials and Assessment Tools</b><br>In collaboration and consultation with National Midwifery Experts: <ul style="list-style-type: none"> <li>Prepare first draft of facilitator guide for each module</li> <li>Prepare first draft of participant companion pieces for each module</li> <li>Develop first draft of presentation slides and supportive visual aids</li> <li>Develop first draft of case studies, clinical scenarios, and simulation exercises and group activities that reinforce key competencies</li> <li>Develop first draft of practical skills checklists, job aids, and reference materials.</li> <li>Develop first draft of pre- and post-training knowledge assessments, competency assessment tools (OSCE), and participant evaluation forms.</li> </ul> | Oct 2026       |
| <b>Finalization and Contextualization of Training Materials and Evaluation Tools</b> <ul style="list-style-type: none"> <li>In-person consultations and working sessions with relevant stakeholders to finalize training modules, including contextualization</li> <li>Final draft of training material</li> <li>Other tools necessary for teaching the material</li> <li>Final draft of evaluation tools</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                 | Nov 2026       |
| <b>Incorporation of Stakeholder Feedback and Final Revisions</b> <ul style="list-style-type: none"> <li>Incorporate all final changes proposed by stakeholders during the final consultation process.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Nov – Dec 2026 |
| <b>Activity report</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Jan 2027       |

## 7. Submission Instructions

### 7.1. Proposal content requirement

Applicants should submit a complete proposal including:

- **Technical Proposal:**
  - A brief description and overview of the consultant's relevant experience and qualifications, including experience in midwifery technical assistance, in-service training/CPD, clinical education, training-material development, SRHR, and work with national/international stakeholders or in low-resource/international settings.
  - A brief description of at least two (2) comparable assignments completed, including the scope of work, client/organization, applicant's role, and key deliverables/results.
  - At least two (2) references, including names, phone numbers, and email addresses, for comparable assignments.
  - A description of any value-added services or relevant additional expertise.
- **Narrative Proposal:**
  - Proposed methodology and approach, including how the consultant will review existing resources, collaborate with national midwifery experts and other stakeholders, and ensure contextualization, evidence alignment, GESI and rights-based approaches, adult learning principles, and partner ownership.
  - A proposed work plan and timeline covering the inception phase; development of draft materials and assessment tools; in-person consultations and contextualization; incorporation of stakeholder feedback; finalization of materials; and activity reporting.
  - Any additional context or background that supports the proposal.
- **Financial Proposal:**

A detailed breakdown of professional fees for the 22 working-day assignment, up to a maximum of \$20,746 CAD, inclusive of applicable taxes. The proposal should clearly identify the proposed daily rate and/or level of effort. Travel expenses covered directly by CAM should not be included in the professional fee.

### 7.2. Language of Proposal

Proposals may be submitted in English.

### 7.3. Questions

Questions regarding the current Call for Interest may be submitted in writing via e-mail no later than September 11, 2026, to Amal Bannout, Director of Operations, at [abannout@canadianmidwives.org](mailto:abannout@canadianmidwives.org)

## 8. Instructions for Submission of Proposals

Proposals must be received no later than September 18, 2026, at 5:00 PM EST, by Amal Bannout, Director of Operations, at [abannout@canadianmidwives.org](mailto:abannout@canadianmidwives.org)

Please submit your proposal electronically in PDF format.

- Subject line: TRUST MTA CFI
- Filename: Applicant Name\_TRUST MTA

**Note: Any proposal received after the above date and time will not be considered.**

## 9. Evaluation criteria and process

Offers will be evaluated based on the following criteria. Proposals will be evaluated and scored out of 100 points based on the following criteria. Additional sub-criteria that logically fit within a particular evaluation criterion may also be considered even if not specified below.

- **Technical Evaluation** (60 points):
  - Qualifications and Technical Competencies (15 points): Demonstrated qualifications and technical competencies relevant to midwifery, maternal and newborn health, SRHR, adult learning, respectful maternity care, and gender-responsive and rights-based approaches.
  - Relevant Professional Experience (25 points): Demonstrated experience developing and adapting competency-based in-service training materials, including facilitator guides, simulations, job aids, assessments and OSCEs, ideally in low-resource or global health settings.
  - Adequacy of Work Methodology and Timeline (20 points): Quality, relevance and feasibility of the proposed methodology and work plan, including stakeholder engagement, contextualization, validation, incorporation of feedback, and alignment with the required timeline and deliverables.

*Preference will be given to proposals to proposals demonstrating relevant global health experience, particularly in sub-Saharan Africa, and experience developing competency-based training materials in collaboration with national stakeholders.*

- **Past Performance Evaluation** (20 points): Demonstrated successful performance on comparable assignments, supported by relevant references and evidence of quality, timely delivery, collaboration and responsiveness.
- **Financial Evaluation** (20 points): Cost Proposal – reasonableness and competitiveness of proposed fees (15 points) & Budget Transparency – clarity and completeness of the cost breakdown (5 points).

### Notes:

- CAM/ACSF will always consider the best value for money.
- CAM/ACSF is a non-profit organization. Offerors should provide all discounts available to CAM/ACSF based on its status as a non-profit organization.
- CAM/ACSF may during the evaluation process also contact any Proposer to clarify any response or request revised or additional information.
- Following the review of Proposals, qualified offerors may be invited to participate in an interview. If held, interviews will be conducted virtually.

#### **10. Award and general disclaimer**

- The successful bidder will be awarded a contract for the provision of midwifery technical assistance services.
- Issuance of this Call for Interest does not constitute an award commitment on the part of CAM, nor does it commit CAM to pay costs incurred by bidders for the preparation and submission of a proposal.
- CAM/ACSF reserves the right to select a proposal as a whole or in part, or not to select a proposal, in accordance with the best interests of CAM/ACSF.