

## MSF Academy Midwifery Referent (m/f/x)

18/10/2021

Médecins Sans Frontières (MSF) is an international humanitarian aid organization that provides assistance in more than 60 countries to populations in distress, to victims of natural or manmade disasters and to victims of armed conflicts, without discrimination and irrespective of origin, religion, creed or political affiliation.

### CONTEXT

The MSF Academy for Healthcare is an initiative created with the aim to increase the quality of healthcare provided by our staff to the patients we assist in the missions. The Academy has a growing portfolio of initiatives addressing specific learning objectives of different categories of healthcare staff in MSF. All these projects are chosen in line with overall MSF operational and medical priorities.

A large focus is on MSF's national staff, especially in the countries with the largest gaps in human resources for health (HRH) capacity. Presently, a lot of effort goes to nursing staff of MSF hospitals in Africa. More recently, the Outpatient care initiative has been implemented with pilot projects in Sierra Leone & Guinea. The Academy develops adapted curricula and invests a great deal in clinical mentorship in the wards. Presently the hospital nursing initiative has projects in CAR, South Sudan and Sierra Leone and it is planned to be expanded to other countries in the coming months & years. We hope to install a much stronger learning culture within the MSF operations. Beyond MSF projects, the Academy connects also to health authorities to work on accreditation of its learning and punctual support to governmental programmes.

Finally, in 2021 the MSF Academy has started to provide courses to improve the management of Antimicrobial resistance (AMR) in MSF-supported structures, and two longer term academic courses: a Post-Graduate Diploma in Infectious disease (PG DIP), and a two-year fellowship for medical managers in the organisation. The portfolio of MSF Academy initiatives is growing, and projects are increasing in scope and complexity, the workload of the overall team has increased, and we recognize the need to reinforce the capacity of the 'global team' of the Academy.

The Academy aims to maintain the same overall pedagogical approach in all its projects: competency-based learning; as much as possible on-the-job training with the presence of strong tutors or clinical mentors; and seeking to achieve appropriate accreditation for all trainings, often in collaboration with partner teaching institutes.

Overall, the main tasks of the Global team can be divided in 5 categories:

- Leadership and Project initiation
- Project management of existing projects
- Administrative follow up and support of existing projects or the overall structure
- Technical expertise, guidance and support for the different initiatives (nursing, medical, pedagogical, curriculum development, mentorship, etc.).
- Accountability, monitoring and evaluation for the MSF Academy overall and initiatives individually

More information on the MSF Academy and its initiatives can be found on [www.msf.org/academy](http://www.msf.org/academy).

The Hospital Nursing & Midwifery initiative constitutes the biggest pillar of the MSF Academy portfolio and will continue to in the coming years. At present, we are currently active on a few fronts:

- Creation of various learning programmes, such as the basic clinical nursing care (BCNC-40 learning units, almost finalised), the nursing OT and the midwifery modules, and relevant learning tools, all undergoing validation by all 5 OCs.
- Adapt the BCNC module's content into e-learning, to be uploaded onto Tembo, the MSF e-learning platform
- Implementing BCNC learning activities in various mission countries, with teams based in the field. Today we have field implementation of our programmes in Sierra Leone, Central African Republic and South Sudan, and soon to follow in Mali.

Specifically, as regards midwifery, the first project to implement the midwifery learning programme will take place in the Kenema paediatric hospital in Sierra Leone beginning of 2022, and others will follow suit in the course of the year. Until now, the midwifery expertise of the MSF Academy has always been outsourced, mainly to develop the competency-based framework and to develop curriculum content and learning activities. However, to finalise this, and to guide and support field implementation of the learning programme, we will require the technical expertise of a referent within the MSF Academy's global team. In addition, it is important to make sure that the proposed

programmes, while striving to cover all relevant skills and competencies required for the profession, also remain realistic for feasible field implementation within operational needs; this also means that hourly volume for each programme remains viable.

### **Position within the organisation**

While the Midwifery referent will respond to the deputy director of the MSF Academy, they will also work in close collaboration and symbiosis with the nursing science referent and the pedagogical referent of the global team.

## **RESPONSIBILITIES**

### **In order of priority**

1. Garant of the quality of the implementation of the learning strategy for the Midwifery programme
2. Provide technical guidance and support the field teams in the daily implementation of the activities in the field, and make sure that the theoretical and practical learnings are always coupled with bedside clinical mentoring, seeing that this is the determinant element to ensure application of learnings and improvement of the quality of care. In general, but most specifically for clinical mentoring, we need to support the teams to identify creative solution to identify the best approach
3. Active guidance and contribution to the development of the content and learning tools for the various modules currently in the pipe
4. Responsible for the follow-up and analysis of the midwifery field activities, together with the pedagogical manager in the field and the project manager & the pedagogical referent of the global team
5. Assists the project managers in defining and designing the right strategy and starting new projects in 2021
6. Coordinate vision, strategy and content on nursing with the Intersectional Midwifery working group and other intersectional groups as required
7. Responsible to develop a professional network in the field of midwifery for the MSF Academy
8. As the MSF Academy is a small team, participate and contribute to various team tasks and bring support to colleagues when needed.

## **REQUIREMENTS**

### **Required qualifications and experiences**

- At minimum a bachelor's level in midwifery, preferably also with nursing qualifications
- Proven experience of minimum 5 years practicing midwifery at hospital level, and 2 years as a midwife supervisor
- MSF field experience of 2 years minimum in clinical or Project Medical Referent role.
- Proven experience in hands-on clinical mentorship / preceptorship
- Experience of working in an African context
- A sound experience in the field of learning and/or curriculum development is a plus.

### **Competencies**

- Excellent communication skills, eager to transmit in an intercultural environment
- Ability to work autonomously
- Very organised and solution-oriented
- Pragmatic a must
- Team player.

### **Languages**

- Proficiency in English and French

### **Mobility**

- **Available for frequent field visits potentially lasting over 3 weeks; approximately 3 months of field-presence per year**

## **CONDITIONS**

- Expected starting date: 1st January 2022
- Contract type: Open-ended contract (CDI), full-time
- Location: Based in Brussels or in another MSF entity (preferably in Europe, Africa or the Middle East). The final outcome depends on local legal limitations (residency, work permit, etc.).

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- The contractual terms and conditions will be established according to the country to domicile/residence and place of work of the candidate and in respect of MSF standard function and salary grids, taking into consideration past experience.
  - Adhere to the MSF principles and to our managerial values: Respect, Transparency, Integrity, Accountability, Trust and Empowerment
  - Adhere to the MSF Behavioral Commitments

**Deadline for applications: November 8<sup>th</sup>, 2021**

**How to apply?**

Please, send your CV and cover letter to [caroline.maes@brussels.msf.org](mailto:caroline.maes@brussels.msf.org) and mention “**MSF Academy Midwifery Referent**” in the subject of your email.

**Only shortlisted candidates will be contacted.**

MSF values **diversity** and is committed to create an inclusive working environment. We welcome applications from all qualified candidates regardless of disability, gender identity, marital or civil partnership status, race, color or ethnic and national origins, religion or belief, or sexual orientation.

*The protection of your personal data is important to MSF. By submitting your application, you consent to MSF using your personal data. For more information, [consult our privacy notice to job applicants](#).*