**TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT**

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| **TERMS OF REFERENCE (to be completed by Hiring Office)** |
| Hiring Office: | UNFPA Sierra Leone |
| Purpose of consultancy: | The purpose of the consultancy is to provide technical support for the implementation of maternal health and midwifery interventions at the UNFPA CO and the MoHS |
| Scope of work:(Description of services, activities, or outputs) | **Background**Sierra Leone has one of the highest maternal mortality ratios (MMR) in the world, estimated at about 1360 per 100,000 livebirths in 2015. Poor access to maternal health services and the low rate of skilled birth attendance make Sierra Leone one of the most unsafe places for women to deliver. One of the key strategies for averting maternal mortality is ensuring that quality skilled birth attendance is available, accessible and used throughout the country. A strong health care system balances clinical, prevention and intervention strategies, provides health education for its citizens and maintains an active health care workforce capable of providing competent services for quality health. It provides sufficient resources and enabling environments for optimal health and protects public health. Consequently, investing in strengthening the nursing and midwifery structure of a country is a must for a robust health care system. The Sierra Leone Rapid Emergency Obstetric and Newborn Care (EmONC) Assessment conducted in 2017 revealed gaps in the quality of EmONC services provided in the country. To address the gaps and improve the quality of EmONC services, government with support from the partners including UNFPA is planning to support selected health facilities to provide efficient and quality health services to the people of Sierra Leone. Specifically, 2 tertiary hospitals and 4 regional hospitals have been designated Centers of Excellence. These include PCMH and the hospitals at Jui, Kenema, PortLoko, Bo and Makeni. In addition, UNFPA is also planning to improve the quality of BEmONC services provided in selected Community Health Centers starting with the Community Health Centre at Regent. This consultancy is aimed at providing technical assistance in the field of maternal health for quality improvement processes as well as support specific midwifery interventions in the UNFPA country office and to the Ministry of Health and Sanitation and other midwifery stakeholders. **Main objective of the consultancy**The main objective of this consultancy is to provide technical support for midwifery and specific maternal health interventions in the UNFPA country office **Specific objectives are:*** Provide Technical Assistant to the Chief Nursing and Midwifery Officer and the Ministry of Health and Sanitation in the implementation of the National Midwifery Strategic Plan which includes midwifery Education, Regulation and Association
* Provide Technical assistant to strengthen the midwifery regulatory body
* Provide Technical Assistant for the establishment of a national Preceptorship programme to inform comprehensive approach to academic preparation of midwifery students.
* Provide Technical Assistant for the strengthening of the midwifery association in Sierra Leone

**Activities:****The consultant is required to** * Provide technical support for the drafting of a regulatory bill on midwifery practice
* Liaise with and support the office of the Chief Nursing and Midwifery Officer, Ministry of Health and Sanitation in the implementation of midwifery interventions in the country
* Support implementation of midwifery related activities in the Saving Lives in Sierra Leone project workplan aligned to the National Midwifery Strategic Plan
* Support collaboration with the country office staff members to promote integrated approaches to improving maternal and newborn health
* Support the operationalization of the midwifery preceptorship policy and guidelines

**Deliverables*** Weekly updates on progress made in implementing midwifery interventions including detailed results based reports on all activities implemented
* Monthly report of Quality Improvement interventions implemented
* Finalized preceptorship policy and guidelines.
* A monthly report on the implementation of midwifery interventions in UNFPA and the MoHS based on the National Midwifery Strategic Plan and midwifery operational plans in the Saving Lives in Sierra Leone project
* Revised draft midwifery regulatory bill
* Final report of the consultancy due on 30th November 2019.
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| Duration and working schedule: | Six (6) months from 01st June – 30th November 2019.The final deliverables pertaining to these activities are due by **30th November 2019** |
| Place where services are to be delivered/ Duty Station: | Freetown  |
| Delivery dates and how work will be delivered (*e.g.* electronic, hard copy etc.): | **Deliverables**: (in hard and soft copies)* Monthly reports on activities implemented due on 30 of each month from June to October 2019 and Final report on 30 November 2019
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| Monitoring and progress control, including reporting requirements, periodicity format and deadline: | The consultant will be monitored throughout the period by the UNFPA Reproductive Health Technical Specialist.The consultant will be part of the maternal health unit of the UNFPA office and hold monthly update meetings on key deliverables with the UNFPA Representative and the RH Technical Specialist.A final debriefing meeting on the consultancy will be held at the end of the mission. |
| Supervisory arrangements:  | The consultant will be supervised by the RH Technical Specialist under the overall oversight of the UNFPA Country Representative. |
| Expected travel: | The consultant will be expected to travel within and outside Freetown to selected midwifery institutions |
| Required expertise, qualifications and competencies, including language requirements: | * Master’s degree in Medicine, Reproductive Health, or Midwifery required; additional advanced degree in public health or related field will be an added advantage
* 10 years mid to senior-level experience in capacity development and quality improvement in MNH and midwifery
* Technical expertise in designing maternal health, quality of care and Midwifery related interventions, focused on promoting best practices in quality improvement, training, coaching/mentoring and supportive supervision
* Field experience in implementation of International Confederation of Midwives (ICM) standards for midwifery services
* Ability to work independently in a complex environment with multiple tasks, short deadlines and intense pressure to perform
* Proficiency in Microsoft Office software applications
* Fluency in oral and written English.
* Previous experience in working with the UN is a strong asset
* Experience working in Sierra Leone or a similar West African context is essential
* Previous experience in working with the UN is a strong asset
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| Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment) | The Country Office will provide DSA, office space and vehicle to facilitate the work  |
| Other relevant information or special conditions | * Payment will be made on a monthly basis upon receipt and approval of a satisfactory report on activities implemented for the month.
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| Signature of Requesting Officer in Hiring Office: Dr. Abiodun Chris OyeyipoUNFPA FP-SRH Technical SpecialistDate: 13th May 2019  |