

JOB DESCRIPTION

Job title:	Nursing Midwife	Location:	Aweil
Department:	Technical	Length of contract:	1 year renewable
Role type:	National	Grade:	5
Travel involved:	Up to 10% travel to villages /outreach points	Child safeguarding level:	1, high risk
Reporting to:	Clinical Officer	Direct reports:	None

Organisational background

Established in 2003, Malaria Consortium is one of the world's leading non-profit organisations specialising in the comprehensive prevention, control and treatment of malaria and other communicable diseases among vulnerable and under privileged populations. We increasingly find our work on malaria can be effectively integrated with other similar public health interventions for greater impact and therefore expanded our remit to include child health and neglected tropical disease interventions.

We work in Africa and Asia with communities, governments, academic institutions, and local and international organisations, to ensure effective delivery of services, which are supported by strong evidence.

Our areas of expertise include:

- disease prevention, diagnosis and treatment
- disease control and elimination
- systems strengthening
- research, monitoring and evaluation leading to best practice
- behaviour change communication
- national and international advocacy and policy development

Country and project background

Malaria Consortium began activities in South Sudan in 2005, its main office is in Juba and sub offices in Aweil, Northern Bar el Ghazel, Jonglei and Upper Nile. Its programme areas include Integrated Community Case Management (ICCM), Boma Health Initiative, Nutrition for children under five years of age, health systems management, and LLIN mass distribution. We also work with the MoH on policy and guideline development. These programs are currently funded by UNICEF, Health Pooled Fund (HPF) and Global Fund.

The Health Pooled Fund is a consolidation of funding from the British Government's Department for International Development (DFID), the Government of Canada, the European Union, the Swedish International Development and Cooperation Agency (SIDA), and the United States Agency for International Development (USAID) and aims to support the Government of South Sudan in reducing maternal and infant mortality, ensuring universal coverage, and improving the overall health status as well as the quality of life of the South Sudanese population.

The Health Pooled Fund is based on a county model, whereby support is provided to the county health departments for the delivery of Primary Health Care services, health system strengthening and strengthening of community ownership.

The Essential Health Services Project (EHSP) is funded by UNICEF and aims to support the Government of South Sudan in reducing maternal and infant mortality through the delivery of low cost, high impact essential health services to about 2 million of the population living in the former Upper Nile and Jonglei States. The EHSP is based on a county model, whereby support is provided to the county health departments for the delivery of Primary Health Care services, health system strengthening and strengthening of community ownership.

Job Purpose

The Nursing Midwife will oversee the activities in the ANC during the period of pre-natal, delivery and post-natal care

Scope of work

The Nursing Midwife will supervise the delivery of babies. They will provide advice, care and support for women and their babies during pregnancy, labour and the early postnatal period.

Key working relationships

- Collaborate with the Clinical Officer to make sure effective provision of essential health services at PHCU and mobile clinic

Key accountabilities

Patient care (90%)

- Monitoring the health of pregnant women (ANC) and their unborn babies including that vaccinations (TT) and all preventive medicines for pregnant women are given
- Delivering babies and providing post-natal care for the mother and baby
- Ensuring that Uterotonics are available all the time through timely ordering from the Medical Logistician
- Educating patients as well as their partners and family members on reproductive health, preparation for parenthood, and antenatal care.
- Sharing information on pain management techniques with expectant mothers and their partners to prepare them for labor
- Overseeing and supervising labour and the delivery of babies at the health facility, as well as providing emotional support and encouragement during labor.
- Taking and recording pregnant mothers' blood pressure, temperature, and pulse as well as ordering diagnostic tests as needed.
- Helping pregnant mothers' and their partners to cope with miscarriages, stillbirths, and neonatal deaths.
- Teaching new mothers how to feed their newborns.
- Assisting pregnant mothers in creating suitable birth plans.
- Providing sound advice to pregnant mothers regarding diets, exercises, and medications suitable for pregnancy.
- Ensuring that infection prevention guidelines during labour, delivery and postnatal care are followed up
- Providing ANC, Labour and delivery and Post-natal care statistics to the Clinical officer in Charge for onward reporting to CHD

Reporting (10%)

- Consolidating ANC and delivery reports
- Generate family planning reports

Person specification

Qualifications and experience:

Essential:

- Diploma in Midwifery/ Enrolled Certificate in Midwifery
- 3 to 4 years proven experience working as a midwife
- Has the required national registration to be a midwife
- Experience working in community based activities

Desirable:

- Previous NGO experience

Work-based skills:

Essential:

- Ability to travel for long distances in difficult road conditions
- Proficiency in English, verbal and written
- Good interpersonal and communication skills.
- Ability to speak the local language in the area
- Strong problem-solving, analytical, and midwifery assessment skills.
- Flexible and adaptable to various working conditions
- Attention to detail.
- Capable of working under pressure
- Willing to stay overnight in remote villages and forested areas

Desirable:

- Ability to effectively manage time and resolve crises.
- Skilled in use of computer software especially Microsoft office packages and email.
- Flexible and adaptable to various working condition
- Patient and compassionate.

Core competencies:
Delivering results
<p>LEVEL A - Focuses on delivering contribution to Malaria Consortium and achieving own objectives</p> <ul style="list-style-type: none"> ✓ Puts in effort required to ensure the delivery of own work and objectives to meet (and exceed) expectations. ✓ Strong self-management of time and effort. ✓ Checks own work to ensure quality.
Analysis and use of information
<p>LEVEL A - Gathers information and identifies problems effectively</p> <ul style="list-style-type: none"> ✓ Interprets basic written information ✓ Attentive to detail ✓ Follows guidelines to identify issues ✓ Recognises problems within their remit ✓ Uses appropriate methods for gathering and summarizing data
Interpersonal and communications
<p>LEVEL B - Fosters two-way communication</p> <ul style="list-style-type: none"> ✓ Recalls others' main points and takes them into account in own communication ✓ Checks own understanding of others' communication by asking questions ✓ Maintains constructive, open and consistent communication with others ✓ Resolves minor misunderstandings and conflicts effectively
Collaboration and partnering
<p>LEVEL A - Is a good and effective team player</p> <ul style="list-style-type: none"> ✓ Is a good and effective team player ✓ Knows who their customers are and their requirements. ✓ Respects and listens to different views/opinions ✓ Actively collaborates across teams to achieve objectives and develop own thinking ✓ Proactive in providing and seeking support from team members
Leading and motivating people
<p>LEVEL A - Open to learning, and responds positively to feedback</p> <ul style="list-style-type: none"> ✓ Willingness to manage own development and performance ✓ Builds capacity of colleagues by sharing knowledge (induction) and acting as induction 'buddy' when asked ✓ Open to learning new things ✓ Responds positively to feedback from others. ✓ Identifies mistakes and takes positive steps to improve
Flexibility/ adaptability
<p>LEVEL B - Remains professional under external pressure</p> <ul style="list-style-type: none"> ✓ Able to adapt to changing situations effortlessly ✓ Remains constructive and positive under stress and able to tolerate difficult situations and environments ✓ Plans, prioritises and performs tasks well under pressure ✓ Learns from own successes / mistakes
Living the values
<p>LEVEL A - Demonstrates Malaria Consortium values</p> <ul style="list-style-type: none"> ✓ Demonstrates integrity, honesty and fairness in dealing with colleagues and stakeholders ✓ Maintains ethical and professional behaviour in line with Malaria Consortium's values ✓ Treats all people with respect
Strategic planning and thinking and sector awareness
<p>LEVEL A - Manages own workload effectively</p> <ul style="list-style-type: none"> ✓ Plans and manages own workload effectively ✓ Is familiar with Malaria Consortium's mission and current strategic plan. ✓ Understands own contribution to Malaria Consortium's objectives

