TERMS OF REFERENCE
Peer-to-Peer Midwife Program – Canadian Participants
Strengthening Midwifery Services (SMS) Project, South Sudan

TECHNICAL ACTIVITY: The Canadian Association of Midwives (CAM) wishes to recruit fifteen (15) Peer-to-Peer Midwife Program Participants to twin with a group of early-career midwives from South Sudan as part of the Strengthening Midwifery Services (SMS) project in South Sudan.

Timeframe: December 2017 to December 2020

Location: The Canadian and South Sudanese Midwives will participate remotely from their homes or workplaces, using web-based communications (email, Skype, Facebook, Google, etc.).

A. INTRODUCTION: SMS PROJECT SUMMARY
South Sudan has among the world’s highest maternal, newborn and child mortality rates, due in part to the critical shortage of skilled health care providers. Through the provision of capacity building initiatives for midwives and other health care providers, CAM and its partners hope to reduce the number of mothers and newborn babies who die in South Sudan.

The 5-year Strengthening Midwifery Services (SMS) project (phase 2), supported by Global Affairs Canada, is led by the UNFPA in partnership with South Sudan’s Ministry of Health and Canadian Association of Midwives (CAM). CAM will provide direct peer-to-peer mentoring support and technical expertise from practicing Canadian midwives, as well as other MNCH professionals.

One important goal for the project is to build the capacity of recent midwife graduates practicing throughout South Sudan and strengthen the national midwifery workforce. Currently, 15 National United Nations Volunteer (NUNV) midwives, all recent graduates, have been deployed across South Sudan’s 10 states. CAM will be twinning each NUNV with a recent Canadian midwifery graduate. Through remote peer-to-peer support and mentoring, it is anticipated that the sharing of ideas, skills and learning will be promoted and capacities, both in Canada and in South Sudan, will be strengthened.

B. SOUTH SUDAN BACKGROUND AND RATIONALE FOR THE PROGRAM
South Sudan gained its independence from Sudan in July 2011, following a 2005 peace agreement that ended one of Africa’s longest-running civil wars. The country is made up of 10 states and over 60 different major ethnic groups, making it one of the most diverse countries on the continent. While it was hoped that independence would usher in a new period of peace to the region and to the world’s newest country, internal tensions led to the 2013-2015 civil war, which displaced 2.2 million people.

Maternal, Newborn, and Child Health Context
South Sudan is one of the most fragile and underdeveloped countries in the world, with extremely high rates of maternal and infant mortality. According to the State of the World’s Midwifery Report, 2014, “to achieve universal access to sexual, reproductive, maternal and newborn care, midwifery services must respond to 0.7 million pregnancies per annum by 2030. The health system implications include how best to configure and equitably deploy the SRMNH workforce to cover at least 49.5 million antenatal visits, 9 million births and 35.9 million post-partum/postnatal visits between 2012 and 2030.” The crisis of 2013 has exacerbated already difficult conditions, further threatening the health system and any potential strides in the improvement of MNCH outcomes.
C. GOALS AND OBJECTIVES

Goal: In providing peer-to-peer support and mentoring to recent midwife graduates, the SMS project aims to increase the capacities of midwives practicing in both Canada and South Sudan and strengthen their respective countries’ midwifery workforce. Ultimately, it is envisaged that these activities will contribute to reduced maternal, newborn and child mortality rates in South Sudan.

Objectives:
The Peer-to-Peer midwives, supported by CAM and UNFPA, will engage in professional development activities that will assist them to:

- Adopt goals and learn methods for continuous professional development and life-long learning as midwives;
- Develop the mentoring and leadership skills they will need to support each other and the next generation of midwives;
- Draw support, strength and inspiration from sharing the challenges of midwifery with peers who face similar challenges in different settings.

D. METHODOLOGY / APPROACH

1. Parties involved:
   During the program, the Canadian Midwives will interact with:
   - A South Sudanese peer twin, to forge individual bonds of support and communication;
   - The whole group of Peer-to-Peer participants, 15 from South Sudan and 15 from Canada, through web-based communication platforms;
   - Sub groups or individuals in the Peer-to-Peer group, based on mutual professional development or career interests identified in the program;
   - The Peer-to-Peer Lead, engaged by the project to provide mentorship and resources to the Peer-to-Peer participants.

2. Methods:
   Midwives will participate in the Peer-to-Peer program by distance communication through:
   - Initiating and responding to individual communication with their twins by e-mail, Skype or other web based modalities;
   - Group communication in on-line learning forums such as webinars and a professionally focused, private and secure Peer-to-Peer Facebook Group.
   It participants will provide input into topics to be shared through these forums, and there will be opportunities and encouragement for the peers to lead and shape the program.

3. Resources available:
   During the five years of the program, CAM will provide the services of a Peer-to-Peer Project Lead to provide orientation to the program and ongoing support for group members to make and sustain connections.

4. Remuneration:
   A stipend of up to $208 per month ($2,500 per year) will be paid to the Canadian participants. The stipend is intended to acknowledge the time commitment made by the Canadians and compensate for any out of pocket expenses such as internet or phone costs incurred in the program. Monthly reporting demonstrating active participation in the program will be required to receive the stipend.
E. PROPOSED TIMELINE FOR 2017

November 2017:
- Selection of the Canadian Participants;
- Orientation through a mandatory webinar (the webinar will be offered more than once, if necessary, to accommodate scheduling for on call midwives).

December-January 2017:
- Canadian Participants begin regular contact with South Sudanese twins;
- Canadian and South Sudanese Participants provide input into the initial sharing topics for the group platform.
- Participants join the group platform (most likely a Facebook site or other similar format).

Ongoing:
- Resources such as videos, links to articles, photos and discussion questions are posted by the Peer-to-Peer Lead;
- Group members participate at least twice a month by posting comments, questions, related materials or suggestions for new topics;
- Participants create new learning streams by posting materials that are of professional interest.

Activities for 2017 – 2020

In future years the distance sharing activities within the group will be evaluated and adapted to meet the needs and interests of the Peer-to-Peer midwives.

G. REQUIRED ACTIVITIES FOR CANADIAN PARTICIPANTS

Canadian Participants will engage in the following activities from November 2017 to December 2020.

Monthly:
- Contact (by email, Skype or other mutually accessible method) with a South Sudanese twins at least monthly, exchanging questions and suggestions about professional issues which they can explore as a pair;
- Provide support to their South Sudanese twins by providing information and links to resources on midwifery topics;
- Log on to the group learning platform regularly (minimum twice per month) to share questions, comments and additional information about the learning materials posted by the Peer-to-Peer Lead and other participants;
- Email a short standard format report on program activities and issues to the Peer-to-Peer Lead.

Throughout the years of the program:
- Periodically provide formal and informal feedback and suggestions for content and delivery methods for Peer-to-Peer activities;
- On a voluntary basis, and with the support of the Peer-to-Peer Lead, research learning topics and design and post materials to the learning platform;
- Participate in other web-based activities as determined by the group, as the program evolves.

F. SKILLS / ABILITIES

The Canadian participants must have the following qualifications and commitment:
- Registered midwife with three years or less practice experience and member of CAM;
- Interest in Peer-to-Peer mentorship and continuing professional development;
• Commitment to participate on a regular basis over the next 5 years (approximately one to
three hours per month);
• Commitment to develop competency in cross cultural communication;
• Good communication skills in English;
• Comfortable using distance technologies and social media to communicate (competency
or willingness to learn);
• Ability to give and receive respectful constructive feedback;
• Openness to new ideas and tolerance for diversity of opinion.

G. APPLICATION INSTRUCTIONS

Please follow these instructions:

➢ Send your CV and a cover letter explaining your interest in the program in one PDF
document and ensure that your name and the title “SMS Peer-to-Peer” are included in
the file name.
➢ Send your PDF by email with the subject “SMS Peer-to-Peer” to –
  admin@canadianmidwives.org
➢ Deadline for applications is October 23rd, 2017.

We look forward to receiving your applications!