TERMS OF REFERENCE
For
Technical Director Position of Developing Midwives project under BRAC
Institute of Global Health, BRAC University, Dhaka, Bangladesh

Introduction

In Bangladesh, only 32% of the over three million annual births are assisted by skilled attendants while more than 70% births take place at home. Among those attended, the increasing rate of childbirths by C-section both in the private (70% births) and public sectors is a growing concern. It is speculated that lack of midwifery workforce in the country is an important contributing factor to the high C-section rate.

Over the years, the Government of Bangladesh took several measures like training traditional birth attendants (TTBA), introducing a new cadre of attendants called Community based skilled birth attendants (CSBA) and skilled birth attendants (SBA) to meet the gap. Midwifery as a standalone profession was introduced by the government in 2010. It is estimated that the country needs around 25,000 to 30,000 midwives to ensure skilled attendance at birth.

The government is pursuing several strategies including six-month post basic training for nurses and three year direct entry ‘diploma in midwifery’ course. So far, over seven hundred nurses have been trained as ‘nurse-midwives’ while over 500 have enrolled in the 3 year diploma midwifery course under the overall guidance of the Directorate of Nursing Education and Services (DNES), Ministry of Health and Family Welfare (MoHFW).

However it is important that midwives be trained both in the public and private sector if the gap is to be met in the near future. Bangladesh Nursing Council has been re designated as the Bangladesh Nursing and Midwifery Council (BNMC) with the additional responsibilities of accrediting training institutes and licensing graduate midwives. In this context DFID Bangladesh started the first ever initiative in providing funding for training midwives in the private sector of the country, and as such James P. Grant School of Public Health (JPGSPH), BRAC University (BRACU) commenced ‘Developing Midwives’ project in April 2012.

BRAC University’s ‘Developing Midwives’ project aimed to increase skilled attendance at birth in Bangladesh through developing 1500 ‘Community Midwives’ by providing 2 years training course. The trained 1500 ‘Community Midwives’ were expected to serve in their respective local communities where they belonged. However in a meeting in July 2012, the Government of Bangladesh and key stakeholders like UNFPA and WHO were urged to adhere to the International Confederation of Midwives standards and follow the government approved 3 year ‘diploma in midwifery’ program with a view to have parity in the future workforce. BRAC University’s 2 year training course was re-designed to deliver a 3 year diploma education program in compliance with the national standards.
The four components of the developing Midwives programme include:

- Delivering an accredited three year Diploma Program to 410 students
- Developing capacity of a hub (temporary Project Secretariat located within BRAC University) and spoke model (Academic Sites throughout the country) to deliver the three year Diploma Program into underserved rural and urban areas
- Develop a Department of Midwifery and Nursing (DMN) which would ultimately become the hub for the Diploma Program and enable BRACU to offer a range of professional educational qualifications in nursing and midwifery and
- Mobilise and support national advocacy to establish midwifery as a recognised autonomous profession in Bangladesh

As Bangladesh lacks expertise to oversee and implement the technical aspects of the Developing Midwives programme, international expertise will be sought for a Clinical/Technical Director for the programme.

**Objective**

Secure international expert for the Clinical/Technical Director role. The incumbent will be based in Bangladesh and will have the following responsibilities:

**Improve curriculum and pedagogy:**

- Develop the overall academic calendar with support of other clinical staff members, and review rotational plan for clinical placement of the students;
- Guide other clinical staff to develop learning resource packages (LRPs) and review the draft LRPs and finalize;
- Ensure the utilization of skills lab as per lesson plan and oversee necessary and timely procurement of skills lab items in line with the set plan and procedures;
- Prepare modular and comprehensive examinations question papers and submit to the moderation board for finalization;
- Conduct examination as per academic calendar and score the answer sheets;
- Improve the course based on lessons learned for necessary adaptation;

**Faculty development:**

- Develop and implement the training plan for faculty and prepare training report;
- Assist faculty to acquire necessary skills and competency for conducting the sessions; act as a resource for the program as necessary;
- Provide supportive supervision to the faculty to improve and maintain standard of the midwifery education, and setting up a system for continuous learning and improving;

**Monitoring**

- Fine tune existing system/tools for assessing faculty capacity and performance;
- Fine tune existing system/tools for assessing the students;
- Ensure adherence to the set standard for teaching in theoretical, lab, and clinical practice, and carry out monitoring of all these aspects of the program;
- Prepare quarterly report on the academic part of the program and ensure timely submission of reports to project secretariat;

Coordination- in close collaboration with the Senior Technical Advisor:
- Liaise and coordinate with the relevant technical units of the MOHFW and professional bodies related to midwifery and organize Technical Advisory Committee (TAG) as a member secretary and execute the suggestions given by the committee;
- Attend Coordination Committee (CC) and Advisory Committee (AC) meetings and implement the recommendations of the academic program.

Establish the Department- Support the Executive Director to:
- Transform the program into an academic Department to offer Diploma and BSc-level degree in midwifery under BRAC University as per university requirements;
- Design short courses on midwifery for the relevant MNH professionals.

The Recipient
- The main recipient of the assignment is BRAC Institute of Global Health, BRAC University and Government of Bangladesh.

The Requirements
- Registered midwife with post graduate or equivalent level of education in midwifery/ nursing;
- A minimum of 10 years of work experience in teaching midwifery academic program preferably at postgraduate level in Asia and/or Africa with 10 year or more of clinical experience in maternal and newborn health. Experience of providing technical assistance.
- Excellent interpersonal skills with the ability to work in teams and with staff at all levels.
- Confident communicator with the ability to communicate effectively, both orally and in writing. Ability to work productively and co-operatively as a team member and to develop flexible working relationships with academic and non-academic colleagues and students.
- Willing to relocate to Bangladesh for a minimum period of three years and to travel extensively within Bangladesh.

Constraints and Dependencies
- The Technical Director is an international position, and as such, the incumbent may not be aware of the Bangladeshi culture, language and political situation.
- DFID will be issuing a contract with the incumbent for eight to twelve months and eventually contractual arrangement will be transferred to BRAC University
Performance Requirement

- The overall responsibility is to provide guidance and oversee the development and implementation of the technical aspects of the diploma in midwifery program, ensure appropriateness of the curriculum in accordance with Bangladesh and international (ICM) standards and ensure quality of Midwifery education. Specifically this will include strengthening of the pedagogy, training the faculty and preceptors, improve quality of teaching, strengthen faculty and student assessment methods and perform other technical tasks as appropriate following an approach for capacity transfer.

- The incumbent will build relations with key stakeholders of midwifery education, share lessons learned and contribute to national initiatives for strengthening midwifery in the country.

- The incumbent also be required to develop a succession plan and work closely with the Executive Director to set this plan in motion to ensure appropriate leadership after the period of this contract.

Reporting

- The incumbent will be reporting to the Executive Director of the Developing Midwives Project, BRAC Institute for Global Health, BRAC University on overall responsibility as a Clinical/Technical Director.

- During the contracted period with DFID, the incumbent will submit expenditure claims (fees & reimbursable expenses) directly to the Deputy Programme Manager, DFID.

DFID Coordination

- For the period of the DFID contract, contractual and administrative queries should be directed to DFID Programme Manager Nushrat Ahmed (Email: nushrat-ahmed@dfid.gov.uk), Deputy Programme Manager, and or Shehлина Ahmed (shehлина-ahmed@dfid.gov.uk), Health Adviser.

Timeframe

- End date of Developing Midwives project is December 2017. The position for clinical director is required from 1st November 2014 to 31st December 2017.