



**International
Confederation
of Midwives**



Appointment of


Chief Executive

July 2024



AMERICAS ASIA PACIFIC EMEA

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About Us

ICM has been the global voice of midwives and midwives' associations for more than 100 years. The midwifery model of care is based on respect, dignity, compassion, and the promotion of human rights for all. This includes the right of women to access quality care from autonomous midwives. Midwives have a broad role in providing universal sexual, reproductive, maternal and newborn health services according to the ICM Definition and Scope of Practice of a Midwife.

We currently represent over **136 midwives' associations (MAs) in 117 countries** – more than one million midwives globally. We set global standards for midwives and midwifery, and we are a trusted partner for midwifery technical expertise, capacity building, knowledge sharing, promoting human rights and sustainability. ICM is an accredited non-governmental organisation registered in The Netherlands that supports, represents, and works to strengthen professional associations of midwives throughout the world to enhance the reproductive health of women, newborns and their families. We work with partners to deliver high-impact projects in midwifery, sexual, reproductive, maternal, newborns, and adolescent health and rights.

ICM is organised in six regions:

- Africa
- Americas
- Eastern Mediterranean
- Europe
- Southeast Asia
- Western Pacific



Our Vision

We envision a world where every childbearing woman has access to a midwife's care for herself and her newborn.

Our Mission

Our mission is to strengthen midwives' associations and to advance the profession of midwifery globally by promoting autonomous midwives as the most appropriate caregivers for childbearing women and in keeping birth normal, to enhance the reproductive health of women, their newborns and their families.

Our History

For over a century, ICM has been a leader calling for the global recognition of midwives, and for the right of women to quality, respectful, and accessible sexual, reproductive, maternal, newborn, and adolescent health services. We influence major global organisations to improve the health of women, gender diverse people and newborns through strengthening midwives and midwives' associations.

ICM's work began in Europe, where midwives held their first international meetings in the early 1900s. In 1922, they founded the International Midwives' Union (IMU) in Belgium. In 1954, the IMU changed its name to the International Confederation of Midwives, with its head office in London, United Kingdom. The ICM office moved to The Hague, Netherlands in 2000 and has been there ever since.

Although ICM's work began in Europe, it quickly grew to include midwives' associations (MAs) from all around the world. By 1939 it included members from North Africa, North and South America, India, and China.

ICM has been in official relations with the WHO since 1957, has held consultative status with UNICEF since 1962 and been a collaborating partner with UNFPA since the early 1990s.

Our Members

Since 1922, ICM has brought together professional organisations of midwives across the world to unite and uplift each other to achieve ICM's vision and mission. ICM provides member associations (MAs) with exclusive benefits, including professional development, networking, leadership and governance support. We help our MAs advocate for midwifery autonomy and improvements to all elements of the ICM Professional

Framework including midwifery education, regulation and strong professional associations. ICM also supports MAs with capacity building and connects MAs in humanitarian situations to donors and support organisations. To learn more about our members from around the world please visit: [ICM Members](#).

Our Partners

ICM has long-standing relationships with trusted partners and stakeholders from around the world. Our collaborations help improve the health and wellbeing of women, newborns and families and provide support and growth opportunities for midwives and midwives' associations. Our partners come from various sectors and industries. Read more about our project work.



Our Strategy

ICM's Triennial Strategic Plan (2024-2026) includes four pivotal priorities that are critical to advancing continuity of midwife care models of practice, and midwifery more broadly, ultimately leading to better sexual, reproductive, maternal, newborn, and adolescent health (SRMNAH) outcomes:

1. Drive innovation, leadership, and sustainability for the future of midwifery.
 - Focuses on ensuring ICM's sustainability across human, social, economic, and environmental dimensions, organisationally and for all member associations (MAs). It underscores the need for ICM to be flexible, able to learn, and adapt. This means providing support to our MAs and midwives of all generations to strengthen their capacity and take up their rightful leadership roles at national, regional, and international level and within their communities.

2. Support the dissemination and implementation of the Professional Framework for Midwifery.

- Focuses on promoting midwifery as an autonomous profession and supporting recognition and in-country implementation of the 10 critical elements, identified in ICM's Professional Framework for Midwifery, that must be in place for midwives to be able to thrive. It also means encouraging countries to implement the continuity of midwife care model, and for women and their newborns to receive high quality midwifery care, which evidence has long shown improves health outcomes.

Our Strategy

3. Collaborate with partners to grow the movement for midwifery and elevate the role of midwives as competent and respected healthcare providers who put women's voices at the centre.
 - Focuses on building partnerships to drive more targeted advocacy and communications efforts that centre on the positive impact continuity of midwife care has on maternal and newborn health outcomes. Strengthening midwifery, midwifery models of care and midwives requires working collaboratively to build more effective advocacy and partnerships across sectors locally, nationally, and globally.
4. Work in partnership to ensure member associations are prepared and well positioned to respond to emergent humanitarian and climate crises.
 - Focuses on the emergent need to prepare for and respond to humanitarian and climate crises. Central to this effort is ensuring midwives are integrated into planning processes, educated, and equipped to respond effectively and are appropriately resourced during times of crisis. In collaboration with and in support of MAs, ICM is well positioned to leverage its global partners and advocacy efforts to underscore the cost-effectiveness of continuity of midwife care in the face of emerging crises including those in humanitarian and fragile settings as well as those resulting from climate change.



For more information on our Triennial Strategic Plan please visit [Strategic Plan 2024-2026](#).

Our Impact

ICM supports our member associations to grow, strengthen and promote the midwifery model of care. Our projects improve the health and rights of women and newborns, empower communities, and advance gender equality.

Learn more about our work to embed midwife-led care in health systems, inspire, provide leadership, improve education and more [here](#)



Structure and Governance

ICM has 136 member associations and is governed by the Council, our highest decision-making authority. ICM has three categories of membership: full, affiliate and associate. The Council is made up of a maximum of two delegates nominated by each full member association. ICM's regular business is administered by the Board and the Head Office, on behalf of the Council.

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Head Office Team

Led by the Chief Executive, our Head Office Team are midwives and other professionals from around the world. This team of passionate experts works together to uplift midwives' associations globally. While our office is in The Hague, Netherlands, some members of the team work from their home countries. The ICM Board oversees the work of the Chief Executive who is accountable for the work of the Head Office Team.

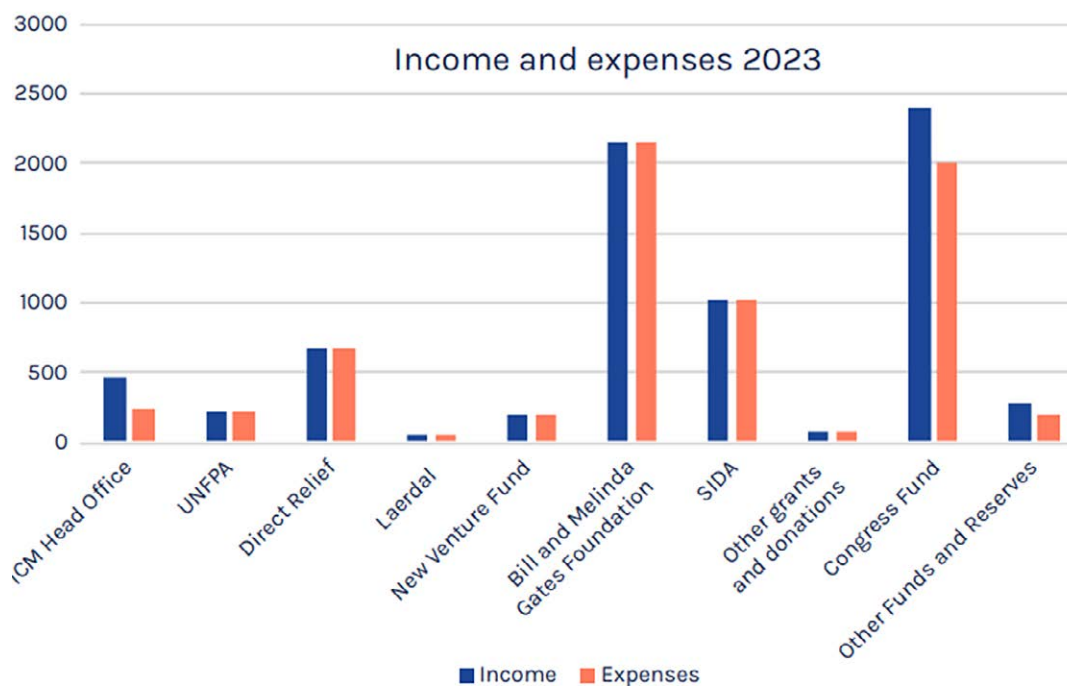
Finances

2023 Income

		% excluding Events	% of total Income
Membership Fee	€448,827	9.3%	6.1%
Core Funding	€2,038,610	42.3%	27.6%
Project Funding	€2,215,617	46.0%	30.0%
Other income	€5,882	0.1%	0.1%
Income from Funds/Reserves	€107,136	2.2%	1.5%
Subtotal Income	€4,816,072	n/a	35%
Income from Events	€2,572,359		
Total Income	€ 7,388,431		

SUMMARY INCOME AND EXPENDITURE 2023

The table below shows the main areas of income and expenditure.



Further information can be found in the [Annual Report 2023](#)



Role Description

Purpose

The Chief Executive will:

- Be responsible for the leadership and management of daily business of ICM, in line with ICM's Triennial Strategy.
- Be instrumental to the success of ICM and act as a figurehead for the organisation.
- Be responsible for advancing the global reputation of the midwifery profession and ensuring that the organisation operates as an effective membership confederation.
- Ensure the reputation of ICM, and midwifery is promoted globally, and that ICM contributes to the achievement of SDGs 3 (Good Health and Wellbeing) and 5 (Gender Equality) through its technical expertise, programmatic work, development projects, representation, advocacy, communication, leadership and ICM's strategic priorities.

Accountabilities

- Oversees the external and internal operations of ICM.
- Accountable to the Board of ICM, liaising with the President for direct line-management.
- Works with the Treasurer and the Finance, Audit and Risk committee to develop an annual budget for ICM.
- The Board mandates the Chief Executive Compliance Committee to manage all employment matters related to the Chief Executive including processes for annual performance review.

Main Responsibilities:

Strategic Leadership

- Implements ICM's vision and mission, developing and driving the midwifery profession globally.

Role Description



- Leads the development and operationalisation of the ICM Strategic Plan and takes responsibility for the daily management of the ICM and its Head Office Team.
- Positions ICM as an expert in creating, advising, influencing, and enabling the profession of midwifery globally.
- Leads innovation and development in an organisation that strives to lead critical debate and drive sustainability of the midwifery profession.

Board & Governance

- Effectively supports the ICM Council, ICM Board and Board Committees through:
- Offers strategic advice
- Provides administrative support from the Head Office
- Shares information on operations, programmes, projects, and planning
- Critically analyses global trends affecting midwifery and sharing them with the Board / Council

- Develops and maintains an effective working relationship between the governance and operational activities of ICM
- Liaises with the ICM Board on the Strategic Plan, annual report and organisational objectives.

Management

- Oversees operations at ICM Head Office, taking responsibility for all internal controls while maintaining healthy communication and working relations with relevant internal and external stakeholders.
- Works with the Board and Head of Operations and Finance to maintain the financial viability of ICM by:
- Sets the operating budget and reforecasts as necessary
- Provides quarterly and annual reports
- Oversees an annual audit process
- Is accountable for financial management and business planning.
- Effectively and efficiently uses ICM's financial, physical, technological and human resources through innovative and strategic management practices.



Role Description

- Drives a sustainable approach to HR, including the ability to attract and retain quality administrative, supportive and technical staff commensurate with budget and aligned with ICM's commitment to diversity.
- Accountable for risk management, monitoring and control strategies.
- Sets the direction for ICM's Advocacy and Communications approach.
- Creates a team culture and working environment in which all team members are treated with dignity and respect, acknowledging their individual needs and backgrounds.
- Promotes team diversity.

Technical Expertise & Representation

- Leads strategic, current, evidence-based midwifery technical advice and support, ensuring integration with ICM's strategy, governance, and operations.
- Develops and maintains positive alliances with key global stakeholders and members across diverse settings, advocating for midwives and midwifery.
- Represents ICM in global fora and collaborative activities as required, providing leadership, technical expertise and advice.
- Represents ICM in diverse settings to promote ICM's commitment to women and their newborns.



External Relationships

- Seeks, develops and maintains positive relationships with stakeholders and partners.
- Builds and maintains relationships with member associations and supports them to deliver on ICM's strategy.
- Builds networks and fosters collaborative partnerships to develop strategic fundraising opportunities for ICM.
- Leads in garnering commitment to investing in midwives and midwifery services from donors and governments.
- Ensures programme planning and delivery is responsive to the issues of midwifery and midwives worldwide.
- Leads resource mobilisation and fundraising approaches



Person Specification

The Chief Executive has an exceptional track record of organisational leadership and management and extensive recent experience as a practising midwife and in the midwifery profession. This may include education, regulation, research, and policy and will include understanding of midwifery practice globally, including low-, middle- and high-income settings. The Chief Executive is empathetic, a passionate advocate for midwifery and the midwifery profession, and able to build relationships with a diverse range of members and stakeholders internationally.

The successful candidate will possess many of the following:

Skills & Experience

- Extensive organisational leadership and management experience as a midwife at senior management roles, with high-level capacity and relevant operational experience to manage all aspects of a diverse international organisation, preferably a membership association.

- Strong strategic orientation with demonstrated strategic, conceptual, and analytical skills required to operate at Chief Executive level in a dynamic context.
- Proven experience in the current and future role of professional organisations in the UN SDGs global agenda and building the capacity of midwives' associations.
- Exceptional communication and collaboration skills, with a track record of communication and influencing public affairs.
- Proven business judgment and analytical decision-making including financial skills and knowledge of fundraising strategies to enhancing existing revenue streams and generate new ones.
- High-level networking skills and networks including international midwifery networks and international development.

Person Specification

- A track record of:
 - Leading multi-disciplinary teams, managing and evaluating programmatic work and can apply these skills to ICM's context.
 - Delivering policy advice, working with governments, donor organisations and international agencies.
 - Broad understanding and knowledge of:
 - Health policy, economics, socio-economic factors, and evidence as relevant to improving sexual, reproductive, maternal, newborn, and adolescent health (SRMNAH), gender equality, women's rights and equal access to quality health care for women and girls.
 - Midwifery education, regulation, leadership, research, midwives' associations, health systems, gender equality, and concepts of justice, equity, diversity, and inclusion as they relate to midwifery and to ICM.
 - Issues facing the profession globally with evidence of continuous professional development and continuing competence as a midwife, including knowledge of current evidence relevant to midwifery practice and broader SRHR.

Personal Competencies

- A thorough and demonstrable commitment to ICM's vision and mission of strengthening midwifery globally.
- Commitment to working in a gender equal, JEDI supported environment.
- Significant emotional intelligence, integrity and humility, in addition to a diplomatic skillset and a commitment to transparency.
- Leads with humility and charisma, prioritising the needs of the team and organisation above personal ambitions, and actively seeks feedback for continuous improvement.



- Proactively addresses and resolves conflicts, maintaining a positive and productive work environment.
- Demonstrates the ability to balance long-term vision while remaining responsive to urgent needs and opportunities.
- Brings a consultative approach and is also proficient in delegating tasks effectively.
- Is a highly persuasive, proactive and a hands-on professional who takes initiative.
- Self-sufficient, organised, flexible and independent in day-to-day work and travel and able to think on their feet in complex and fast-moving situations.
- Fluent in English, ICM's working language

Desirable Experience

- Fluency in French and/or Spanish.
- Experience in midwifery practice in low and middle-income countries.
- Solid understanding and knowledge of the broader development sector.



How to Apply

To apply or to download further information on the required qualifications, skills and experience for the role, please visit <https://candidates.perrettlaver.com/vacancies> quoting reference **7441**.

The deadline for applications is 9am CEST on Monday 19th August.

Perrett Laver will conduct an executive search process in parallel with the public advertisement of the role.

Longlisted candidates will be invited to interview with Perrett Laver in September and the Selection Panel will subsequently meet to decide upon a final shortlist for the post at the beginning of October.

Formal interviews with ICM in mid – late October.

The role will be based in The Hague, the Netherlands.



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