

Midwife Advisor

Position Description

Our Vision

We envision a world where every woman, newborn and adolescent has access to a competent and autonomous midwife, and every midwife is enabled to provide equitable, inclusive, and rights-based care.

Our Mission

We champion and advance midwives' associations and the profession of midwifery globally by setting and implementing the Global Standards for Midwifery. We advocate for midwives as the most appropriate primary health professionals for sexual, reproductive, maternal, adolescent, and newborn care.

Purpose and Scope of the Position

Midwife Advisors are central to the work of ICM as they are the midwifery technical experts that work with the ICM Head Office. Their role encompasses:

- Providing midwifery leadership and technical advice (internally and externally);
- supporting advocacy and communications through ensuring that key messages reflect most recent and robust midwifery evidence;
- managing development, reviewing and updating of ICM core documents including standards and position statements;

- representing ICM at various fora to ensure that the views and interests of midwives and ICM are represented; supporting midwife volunteers who may represent ICM from time to time;
- contributing midwifery technical expertise to ICM-managed projects or where ICM provides technical expertise s;
- liaising with and supporting capacity-building of member associations;
- supporting the development, dissemination and implementation of ICM's professional framework at country, regional and global levels, including developing resources and approaches to support implementation; and
- supporting the strengthening of ICM's regions and the development of midwifery globally.

Within the midwife advisor team, all midwives will be experienced practitioners and recognised leaders and with additional expertise in one or more areas including for example: midwifery education, regulation, research, practice, policy, humanitarian/climate issues or association capacity-building.

General Midwife Advisor Responsibilities – relevant to all team members

The Midwife Advisor Team will collectively and individually:

- Provide professional and technical midwifery expertise to developing ICM's Strategy, Operational Plan and projects, modelling ICM's Midwifery Philosophy and promoting ICM's Professional Framework for Midwifery.
- Proactively provide ICM's voice and contribution to development and implementation of global strategies to improve outcomes for mothers and babies.
- Lead the further development, roll out, implementation and evaluation of ICM's professional framework nationally, regionally and globally.
- Lead the development and maintenance of evidence-based policies, standards, and guidance documents (core documents) aligned with ICM's vision and mission, midwifery philosophy and model of practice.

- Maintain up to date knowledge of midwifery professional matters, practice developments, relevant research and trends and regularly alert the Chief Executive, Chief Midwife, Leadership Team, Board and relevant key stakeholders through briefings, including proposing actions as appropriate.
- Provide technical midwifery expertise to programme development and implementation including development of concept notes, proposals and project plans, implementation of plans, monitoring, evaluation and reporting.
- Advocate for autonomous midwives working across the full ICM scope of practice of a midwife and in continuity of midwife care models of practice.
- Ensure quality and relevance of ICM's resources through monitoring, reviewing and updating ICM core documents including standards and position statements and other technical resources and guidance documents.
- Prepare briefing materials and presentations for ICM representatives as required to ensure that messaging is aligned across ICM networks and stakeholders.
- Represent ICM externally including at technical consultative meetings at WHO and other UN agencies or partner organisations; coordinate and support ICM representation being undertaken by midwives in voluntary capacities.
- Plan and deliver ICM workshops at Congress and regional meetings/conferences as appropriate; support the organisation of ICM regional conferences and the Triennial Congress.
- Support Member Associations in regions and ICM regional Board Members with regional activities and communication, aligned with ICM's Regional Approach.
- Support Member Associations with capacity-building as necessary and encourage communication and collaboration between members and across regions to strengthen the profession and build networks.
- Develop and maintain positive relationships and collaboration with partner organisations, donors and other stakeholder groups.
- Support the development, implementation, evaluation and review of ICM's Leadership Plan.
- Contribute to the development of ICM as a learning organisation whilst fostering a learning environment within the sector ensuring midwives are encouraged to

practise autonomously and develop and update their midwifery expertise and leadership.

- Work collegially and communicate effectively as the Midwife Advisor Team and with other Head Office Teams, contributing to a positive work environment and effective cross-organisational activities.

Specific Midwife Advisor Responsibilities depending on their field of experience

Education

- Design, develop, implement, evaluate, review and update as required ICM's midwifery educational plan and activities and ensure alignment with ICM's Professional Framework for Midwifery, including:
 - Overseeing the implementation, monitoring, review and further development of ICM's Midwifery Education Accreditation Programme (MEAP).
 - Overseeing and contributing to the development, implementation, monitoring and review of the ICM Midwifery Education Development Pathway (MPath) providing resources for midwife educators and processes to strengthen pre-service midwifery programmes.
 - Leading on initiatives to encourage global development and implementation of direct entry midwifery education.
- Provide technical expertise on midwifery education to partners and stakeholders, including ICM/Laerdal collaborative projects and representation of ICM at the Alliance for Improvements in Midwifery Education (AIME).
- Maintain current knowledge on developments in midwifery education bringing key new information to attention of the wider team for application.

Regulation

- Design, develop, implement, evaluate, review and update as required ICM's plan to strengthen midwifery regulation globally, aligned with ICM's Professional Framework for Midwifery, including:

- Building relationships with in-country regulatory authorities to promote ICM resources and the need for separate regulatory processes for midwives.
- Promoting continuing competence processes within midwifery regulation including the use of ICM's Essential Competencies for Midwifery Practice within registration and re-licensing mechanisms.
- Leading on initiatives to encourage recognition of Midwives' Associations as in-country providers of continuing professional development linked with continuing competence requirements.
- Maintain current knowledge on developments in midwifery regulation bringing key new information to attention of the wider team for application.

Member Association Strengthening

- Support the implementation of ICM's cross-organisational approach to strengthening MAs through capacity-building and drawing upon ICM's MA Strengthening Plan.
- Support ICM's Regional Professional Committees and lead on development and support for ongoing implementation of communities of practice amongst midwife educators, midwife regulators, midwife researchers, midwife practitioners and midwife leaders at regional and global level.
- Collaborate with instructional designers through provision of technical advice in planning, developing, disseminating and evaluating ICM's e-learning resources for Member Associations and the wider midwifery profession, including coordinating ICM's e-learning platform.
- Provide targeted technical advice to Member Associations in ICM's deep engagement countries and those partnering on externally funded projects, to support capacity-building and sustainability.

Research

- Support ICM in strengthening and expanding its role in research, building on its existing contribution to research and moving towards a more strategic role as a

partner in generating, translating and disseminating evidence that can strengthen midwifery practice globally.

- Support the Midwife Advisor Team and wider Head Office Team to keep abreast of midwifery evidence through bringing new and relevant research findings to their attention.
- Ensure that ICM's core documents, proposals and project plans/activities are aligned with recent, relevant evidence.
- Maintain current knowledge on developments in midwifery education, midwifery regulation, professional development, midwifery research and midwifery practice, bringing key new information to attention of the wider team for application.
- Contribute to further development of the Global Midwives' Hub and ensuring inclusion of relevant in-country data and recent midwifery research, supporting effective data visualisation.

Practice

- o Keep abreast with practice developments and issues for midwives nationally, regionally and globally, including introductions of new technologies such as artificial intelligence, to inform ICM's positions and decisions regarding potential projects or collaborations.
- o Represent ICM in working groups/collaborations developing guidance for practice or implementing new global guidance at practice level, bringing the midwife perspective.
- o Lead on development of resources to support midwife autonomy and full-scope practice, continuity of midwife care and implementation of the midwifery philosophy.

Person Specification

The following requirements will be measured as part of the assessment and selection process:

Education & Qualifications

- Registered midwife.
- Educated to Master's degree level or equivalent:
 - o Midwives with education or research expertise must hold a Master's degree or above.
 - o For regulation, practice, policy, member association strengthening, or humanitarian/climate expertise, a Master's degree is not required, but candidates must demonstrate equivalent knowledge and experience.
 - o Midwife educators must also hold a recognised teaching or faculty-development qualification.

Experience & Knowledge

- Proven recent experience in midwifery practice.
- Professional fluency in **French and English** is an essential requirement of the role. Candidates must be able to communicate effectively in both languages in a professional environment.
- Evidence of leadership within the midwifery profession (formal or informal).
- Evidence of continuous professional development and continuing competence as a midwife and, depending on area of expertise:
 - o within education (for educators)
 - o within regulation (for regulators)
 - o within research (for researchers)
- Active membership of a Midwives' Association in home country.
- Experience in working with a Midwives' Association to strengthen the midwifery profession in-country.
- Strong interpersonal skills and excellent advocacy/influencing skills; competent facilitator and presenter.
- Excellent written and verbal communication skills to present information in user friendly language.

- Ability to work with diverse individuals and groups, respecting differences and promoting justice, equity, diversity and inclusion.
- Strong problem-solving skills and able to make decisions based on accurate and timely analysis/management information.
- Proven experience in project management tools and techniques including monitoring, evaluation and learning.
- Ability to work independently and actively contribute effectively to a high-performing team within a team-oriented, collaborative environment.
- Ability to effectively prioritise and execute tasks in a context of competing priorities and tasks and often short timelines.
- Proven and extensive experience in field of midwifery expertise, preferably in a leadership role.
- For educators - significant experience in curriculum design and development, blended models of programme delivery, a wide variety of evidence-based learning and teaching methodologies and direct-entry midwifery education.
- For educators - Significant experience in online midwifery education and training, including development of e-learning resources and facilitation of e-learning.
- For practising midwives – significant experience in autonomous midwife-led care including continuity of midwife care.

Desirable Attributes

- Motivated, competent, self-managing, positive, passionate and committed midwives.
- Professional fluency in Spanish. It is desirable that Candidates are able to communicate effectively in Spanish in a professional environment.
- Personal approach to care aligned with ICM philosophy of midwifery and model of care.
- Experience in midwife-led care and in primary, secondary and tertiary maternity care settings.
- Experience of low-or-middle-resource midwifery settings, including education.
- Experience in international midwifery and/or SRMNAH development and projects.

- Experience in midwife association strengthening and/or collaborating with midwives' associations nationally or globally.