**TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT**

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| **TERMS OF REFERENCE** |
| Hiring Office: | UNFPA Rwanda Country Office (SRHR- Unit) |
| Purpose of consultancy: | **Development of a standardised Midwifery Curriculum aligned with national and international standards in Rwanda.****Introduction:**Ensuring educated, competent, well-resourced, and supported professional midwives is a key solution to address inequitable Sexual and Reproductive Health and Rights (SRHR) services delivering poor quality of care to youth, women, and communities. In addition to saving lives, midwives positively impact women’s experiences of care through ensuring respectful care and upholding women’s rights to make informed decisions and have control over their bodies. The State of the World's Midwifery Report (SoMWY) 2021 analysis indicates that fully educated and regulated midwives integrated within and supported by interdisciplinary teams and an enabling environment can deliver about 90% of essential sexual, reproductive, maternal, newborn, adolescent health interventions across the life course. By investing in universal coverage of midwives could, according to SoWMY, avert 67% of maternal deaths, 64% of neonatal deaths, 65% of stillbirths. This means that 4,3 million lives could be saved worldwide every year.[[1]](#footnote-1) Increased access to quality SRHR services contributes to the 2030 Agenda for sustainable development, achievement of good health and well-being, gender equality and the end to poverty. Over the past decade, Rwanda made significant progress in decreasing MMR from 487 to 203/100,000LB. One of the main contributing factors to this has been educating midwives in the country. However, in the last five years, the decline in maternal mortality has been low (210/100000L.B in 2015 and 203/100000L.B in 2020). Currently 93% of women give birth in a health facility. Thus, the human resources required for sustaining this increase, while ensuring quality of care, is a challenge.In December 2022-February 2023 the Ministry of Health in collaboration with partners conducted an assessment on the status of midwifery education in Rwanda. The results showed among others that most of the curriculums were outdated, not competency based and not aligned to international and national standards. In response to the identified gaps in the Rwandan midwifery education according to the assessment on midwifery education showing and the decision from the Midwifery Sub Technical Working Group (TWG) to develop a harmonised standardised Midwifery curriculum aligned to both national and international standard. This concept note (CN) describes a process to assess gaps, merge and align existing curriculums to national and international standards, develop and validate the Midwifery Curriculum to be used nationwide. The process of the development of the curriculum will be led by the Ministry of health in collaboration with all Public and private education institutions, and all relevant stakeholders.**Objective**:* The primary objective of this activity is to develop a national standardised midwifery curriculum aligned with international standards.

**The specific objectives will be to**:* Conduct a thorough gap analysis drawing from the results of the midwifery education assessment.
* Merge the different existing curriculums and align it with national and international standards.
* Add specific requirements and competencies for the Diploma, bachelor and master’s level.
* Review and revise the final curriculums.
* Validate the developed curriculums.
* Ensure Knowledge transfer and national capacity building throughout the curriculum development leading to a core team of in-country curriculum development experts for the consequent updates of the national curriculums.
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| Scope of work:*(Description of services, activities, or outputs)* | **Scope of Work**The curriculum development facilitator will work for a maximum of 45 working days (13 days during the workshops, plus 30 days for preparation meetings, write up of curriculums and quality assurance in collaboration with the international institute, 2 days for dissemination meetings and wrap up. **Phase 1: Preparatory meetings*** The curriculum development consultant will attend a preparatory meeting with the organisers on a mutually agreed date before the commencement of the workshop to better understand his/her role.
* Fine tune the agenda in collaboration with the organisers;
* Assess and ensure the accurate resources (equipment, Internet connectivity, logistics) and advise organisers in a timely manner;
* Suggest a reporting format for review and approval by the organisers.

**Phase 2: Gap Analysis Workshop*** The curriculum development consultant will work in collaboration with UNFPA, MoH and the International consultant to conduct a thorough gap analysis drawing from the results of the midwifery education assessment.
* The consultant will co-facilitate the 5 -day workshop reviewing the assessment results and existing curriculums defining the current gaps in the midwifery curriculums.
* Collaborate with the international consultant, MoH and partners to define the way forward and how to bridge the gaps in curriculums.

**Phase 3: Workshop to merge the existing curriculums and align them with national and international standards.** * The curriculum development consultant will work in collaboration with UNFPA, MoH and the International consultant to conduct a 5 - day workshop to merge existing Midwifery curriculums and align them to national and international standards and ensure the competencies well defined for each module.
* Include specific requirements defined for each level of education as part of the workshop.
* Include simulation-based activities for relevant competencies.

**Phase 4: Write-up and quality assurance of the developed curriculum.*** The national consultant will work closely with the international institute to write up the curriculums as proposed in the workshop.
* The consultant will quality assure each curriculum throughout the process and ensure that they are competency based.
* The curriculums will be shared with the relevant partners for input weeks before the validation workshop for input.

**Phase 5: Workshop for curriculum review and validation for relevant partners.*** The curriculum development consultant will work in collaboration with UNFPA, MoH and the International consultant to conduct a 3-day validation workshop with all relevant partners.
* The curriculums will be thoroughly reviewed, and comments addressed.
* Validation will be done.

**Phase 6: High level dissemination*** The curriculum development consultant will work in collaboration with UNFPA, MoH and the International consultant to plan for the high-level dissemination meeting.
* Ensure the finalised products are ready and participate in the dissemination.

**Phase 7: Knowledge transfer and Training of Trainers*** Ensure that the knowledge on curriculum development and tools used are shared with the in-country participants.
* Establishment of a core team of curriculum development experts for the update of the national curriculums.
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| Duration and working schedule: | The contract will start on the 30th of January 2024 and will end on the 30th of May 2024. The consultant will be working for a maximum of 45 days within the timeframe of the contract. |
| Place where services are to be delivered: | The workshop preparations will be conducted virtually and physically at the UNFPA Country Office in Kigali and at the Ministry of Health.* The workshop venue will be in Musanze and Kigali; the exact locations are to be decided.
* The reporting will be done virtually.
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| Delivery dates and how work will be delivered (*e.g.,* electronic, hard copy etc.): | The national consultant will in collaboration with MoH, UNFPA and the international institute to ensure that the objectives are met in the scope of work as mentioned above by:* Conduct a thorough gap analysis drawing from the results of the midwifery education assessment. Report on gaps delivered (15 days).
* Merge the different existing curriculums and align it with national and international standards. First draft available (30 days).
* Add specific requirements and competencies for the Diploma, bachelor, and master’s level. First draft available (30 days)
* Review and revise the final curriculums. Revisions done and comments addressed by April 15th.
* Validate the developed curriculums. Finalised Curriculums ready by (45 days).
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| Monitoring and progress control, including reporting requirements, periodicity format and deadline: | The national consultant in collaboration with the international institute will have to propose formats for each task to be approved by the Rwanda UNFPA CO team and MoH.In addition to the developed curriculums and all tasks mentioned above the consultant needs to provide a report on the development of the curriculum highlighting the process, challenges, successes, and lessons learnt. |
| Supervisory arrangements:  | The curriculum development consultant will work in close collaboration with the UNFPA Rwanda CO Midwifery Specialist under the overall oversight of the Deputy Representative of UNFPA Rwanda CO. |
| Expected travel: | There will be travel within the country when deemed necessary, and in that case, DSA will be applied accordingly. |
| Required expertise, qualifications, and competencies, including language requirements: | The candidate will have a minimum qualification of a:1. Master’s Degree in a Public health/ Medicine/Midwifery/Social sciences or related field.
2. Specific high-level education in competency-based curriculum development.
3. At least 5 years of relevant experience in curriculum development.
4. Experience in development of midwifery curriculums at all levels.
5. Knowledge of ICM competencies.
6. Ability to make PowerPoint and other types of presentations.
7. Ability to meet tight deadlines and work under pressure.
8. Very good facilitation skills and people skills.
9. Very good public speaking and training skills.
10. Being a resident of Rwanda is a requirement.
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| Inputs / services to be provided by UNFPA or implementing partner (e.g., support services, office space, equipment), if applicable: | UNFPA will provide:1. Required documentation.
2. Support services where appropriate
3. Logistics arrangements while there is a need to travel.
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| Other relevant information or special conditions, if any: | N/A |

1. United Nations Population Fund (UNFPA). (2021). The State of the World’s Midwifery (SoWMy) 2021. ICM, WHO and UNFPA, New York [↑](#footnote-ref-1)