Midwifery Educator
Kathmandu, Nepal

This assignment has been negotiated in good faith with the Partner Organisation, and the information contained was correct at the time of acceptance of the request.

However, while we take responsibility for matters under our direct control, all assignments and arrangements are subject to change. This assignment may be amended or withdrawn to reflect changes in circumstances.

GENERAL DETAILS

<table>
<thead>
<tr>
<th>Assignment Title</th>
<th>Midwifery Educator</th>
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<tr>
<td>Partner Organisation</td>
<td>National Academy of Medical Sciences, Bir Hospital Nursing Campus</td>
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<td>Website of Partner Organisation</td>
<td><a href="https://nams.org.np">https://nams.org.np</a></td>
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<tr>
<td>Duration of Assignment</td>
<td>12 months</td>
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<td>Start Date</td>
<td>November 2019</td>
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1. PARTNER ORGANISATION OVERVIEW

The National Academy of Medical Sciences (NAMS) was established in 2003 AD by the Government of Nepal with the objective to provide high standard study, teaching and research on the area of Medical Sciences, and produce skilled and knowledgeable human resources for the treatment of general people. Bir Hospital Nursing campus under NAMS is the first government institution to start professional Midwifery education in the country.

Vision: The hospital and health related organizations of Nepal receive quality nursing and midwifery service from well-educated nurses and midwives to meet the demands and requirement of public in 21st century.

Mission: To prepare nurses and midwives with technical, managerial and leadership skill to cope with continuously evolving new challenges in the health sector in Nepal and abroad.

Objectives: To produce academically and practically competent professionals with adequate knowledge and new vision to cope with the challenges in nursing and midwifery.

Within the nursing program three levels of preparation are being offered: (1) Proficiency Certificate Level (PCL) Nursing since 1989 (2) Post Basic Bachelor of Nursing (PBBN) since 2004, and (3) Master in Nursing (MN) since 2015. In order to maintain the international standards, NAMS felt the need to increase the course duration of PBBN program to 3 years and renamed it as Bachelor in Nursing Science and currently running the 6th batch with this updated curriculum.
2. **ASSIGNMENT OVERVIEW**

The Government of Nepal/Ministry of Health (MoH) in its New Health Policy 2014 and the Nepal Health Sector Strategy (2016-2021) have committed to initiate ICM/WHO standard Midwifery Education and cadre in Nepal.

Bir Hospital Nursing campus has started the Professional Midwifery education (Bachelor in Midwifery Science) from 2017. However, in absence of a Midwives cadre in the country, the educators teaching the Midwifery course are all Registered Nurses with Midwifery skills. Therefore, Bir Hospital Nursing campus requires volunteer Midwife educators to assist in the quality implementation of the Bachelor of Midwifery education program. The Midwifery educator should assist and conduct theoretical and clinical activities for midwifery students, as well as provide on-going support to midwifery tutors.

3. **ASSIGNMENT OBJECTIVES**

- To prepare midwifery graduates to practice to the level of a midwife as defined by the International Confederation of Midwives (ICM).
- Ensure that systems are in place to sustain the capacity developed in the Nursing Campus.
- To ensure the inclusion of all people directly affected by the volunteer assignment in the course of your work with the partner organisation and host community, including implementing strategies that relate to:
  a. promoting gender equality and empowering women,
  b. disability inclusion, and
  c. child safeguarding.

4. **DUTIES AND RESPONSIBILITIES OF THE VOLUNTEER**

In consultation with their line manager and relevant stakeholders, Australian volunteers complete a work plan in the first three (3) months of their assignment. The duties below are an indication of the type of work that may be involved in meeting the Assignment Objectives:

- Provide support to the midwifery tutors and students with academic, lab-oriented and clinical teaching and learning, using contemporary approaches.
- Assist and conduct theoretical and clinical activities for midwifery students, as well as provide on-going support to midwifery tutors.
- Provide mentoring support to the midwifery faculty members in acquiring the necessary skills in the midwifery model of care, competency for modern teaching, conducting skilled laboratory practice sessions and clinical instruction.
- Provide appropriate support to the midwifery teaching team to prepare, teach, assess and record students' performances.
- Support and demonstrate quality clinical supervision of students in the practicum sites in conjunction with local preceptors.
- Provide support to the students in the design and implementation of research work.
5. **SELECTION CRITERIA**

*Qualifications, Essential Skills & Experience*

- Registered Midwife with Masters in Midwifery (or Bachelor in Midwifery with Masters in health related subject).
- Five years of clinical experience in Midwifery, including teaching and clinical supervision of students.
- Previous experience working as midwife educator.

*Desirable Skills & Experience*

- Previous experience of working in Asia or in other developing contexts.
- Skills in research methodology and analysis.
- Previous experience of providing capacity development, coaching and mentoring support to others.

6. **ASSIGNMENT INFORMATION**

*Line Manager*

The Volunteer will work under the overall guidance of the Campus Chief and under the direct supervision of the Coordinator for Bachelor in Midwifery Science program.

*Staff Supervision*

The volunteer will not supervise staff.

*Working Relationships*

The Volunteer will work in a team and will engage in collegial relationships with the other staffs members of Bir Hospital Nursing campus.

*Hours & Days of Employment*

The normal working hour is 9 am to 5 pm from Sunday to Friday. Beside teaching blocks, the volunteer is expected to accompany students for their Clinical and Community posting inside or outside of the Kathmandu Valley. During these postings, the Volunteer may have to do out of hours work during weekends or in the evening or morning of the weekdays. In addition, as per organizational need sometimes Volunteer may be asked to do out of hours work.

*Leave Entitlements*

All volunteers are entitled to 20 days leave per 12 months, unless otherwise advised. Same conditions and terms as local colleagues apply, including national holidays.

*Professional Indemnity Insurance*

Professional indemnity insurance is not provided for Australian volunteers. You should consult your partner organisation about the need for professional indemnity insurance for
your role prior to your departure, and where required, you are advised to obtain adequate professional indemnity insurance from a reputable insurance provider.

**Note:** A volunteer must not act as a medical practitioner without adequate professional/medical indemnity insurance. This must be provided by the partner organisation, Australian organisation (if applicable) or self-arranged by the volunteer.

*This applies to all clinical medical activities undertaken by midwives, nurses, doctors, paramedics, physiotherapists etc.)*

**Other Conditions**

If required to work after hours, the Volunteer is entitled to time off in lieu because there is no overtime pay provisions.

**Local Language Skills and Level Required**

Low.

**Local Language Support**

Basic language support is provided during the in-country orientation period. Most often, additional resources for further development later in the assignment will be available if required.

7. **LIVING AS A VOLUNTEER**

Kathmandu is the capital and the largest city of Nepal, and is located within the Kathmandu Valley, which is home to seven UNESCO World Heritage Sites as a result of its ancient cultural and religious history. Although Nepal is confronting elements of modernity such as pollution and infrastructure problems, it also celebrates its traditional culture through festivals and way of life.

Kathmandu is the gateway for travel to the Himalayas and the mountains act as a stunning backdrop to the city. Kathmandu has a wet monsoon season during June-August, and also a moderately cold winter. Reliable mobile and internet services are available from Nepal Telcom and Ncell. There are various internet service providers in Kathmandu valley.

**Cultural Tips**

- Due to the high rate of tourism, there is a wide range of western food and products available in some areas, in addition to traditional Nepali, Tibetan and Indian cuisine are also available.
- Women should wear conservative clothing such as the traditional kurta, while men are only expected to wear traditional clothing for special occasions.
- The dominant religions are Hindu and Buddhist, but many other groups are also represented.
- The official language is Nepali, but a great number of other languages are also recognised.
The Bir hospital Nursing Campus is located in Kathmandu, the Capital city of Nepal. However, the specific location is Gaushala, with easy access to various means of transportation (Bus, Taxi, and microbus).

The organization will provide a desk for the Volunteer. Computer and internet facilities will be available in the teacher’s room. A library facility is available in the campus building. The Volunteer is expected to accompany midwifery students to the clinical sites and community practicum postings. For the travel to and from home to campus and clinical practicum sites within the Kathmandu Valley, the Volunteer has to manage their own processes. However, for the travel to Clinical postings outside of the Kathmandu Valley and community practicum postings, transportation will be managed by the Campus. At the community practicum postings, lodging will be provided by the campus, however the Volunteer has to pay for their own food.

8. ALLOWANCES & SUPPORT

These allowance levels are based on the Cost of Living in the host country location. Allowances will be reviewed periodically and may increase or decrease. Volunteers will be given notice of any change to the allowance level.

Living Allowance
AUD $1,330.00 per month.

Accommodation Allowance
AUD $300.00 per month.

Housing
Assistance with the identification of suitable, secure and affordable accommodation will be provided by the In-Country Management Team.

Other Allowances & Support

All Australian Volunteers program volunteers receive the following:

- Pre-departure Briefing in Melbourne
- In-country Orientation on arrival
- Pre-departure vaccination expenses
- Visa expenses
- Pastoral care, assignment monitoring and security guidance
- Return airfare to country of assignment
- Psychological and medical advice and support services
- Re-entry support services
- Settling in allowance (assignments longer than 6 months)
- Re-settlement allowance (assignments longer than 6 months)

9. PREPARING YOUR APPLICATION
As a part of your online application you will be required to answer the following questions through a video recording (if you are unable to submit through the online video due to accessibility please contact the Recruitment Coordinator).

Response to Selection Criteria

a) Why do I feel that volunteering internationally is the right thing for me to be doing at this time in my life?

b) What are the biggest personal adjustments I’m likely to have to make to be accepted as a useful colleague and engaged community member in this assignment?

c) The Australian Volunteers Program is committed to ensuring the inclusion of all people directly affected by the volunteer assignment, such as the partner organisation and host community. What is your personal experience and/or understanding of social inclusion.

d) How do I match the Qualifications, Essential Skills & Experience? Include your most relevant experiences, results and achievements responding to each of the selection criteria in Section 5.

Personal Circumstances Constraints

The Australian Volunteers Program recognises and values the enhanced skills and expertise of returned volunteers as a result of their volunteering experience. The program is also designed to maximise international volunteering opportunities for all Australians. With this in mind, if a returned volunteer and a candidate who has not volunteered previously apply for the same role, preference will be given to the latter, providing they meet the personal and professional selection criteria for the role.

We are NOT able to accept applications from people with the following personal circumstances due to security, cultural, legal or visa restrictions in this location:

- Same sex partners who wish to accompany applicants as part of the program may face issues in applying for and being issued with a visa

- Applicants with partners to whom they are not legally married and who wish to accompany applicants as part of the program may face issues in applying for and being issues with a visa

- Applicants with a criminal record where a criminal conviction may be relevant to the inherent requirements of the assignment.

10. HOW TO APPLY

All applications must be submitted online through the Australian Volunteers Program website. If you haven’t already done so, you will need to register on our website prior to applying.

*Aboriginal and Torres Strait Islander people are encouraged to apply for this assignment.*