

Standard Job Description Health ERU – Midwife: OPD/IPD

The content in this document is standardized, except for the fields highlighted in orange, which should be completed for the specific deployment

Job title:	ERU Midwife: OPD-IPD
Country of assignment:	[To be determined]
Duration of mission:	[To be determined]
Reports to:	ERU Head Nurse
Responsible for (staff):	[To be determined]

Organizational context and job purpose

A health Emergency Response Unit (ERU) is a standardized modular package of equipment (including, for a clinical ERU, medical equipment, supplies and pharmaceuticals) ready to be deployed on short notice with a team of highly qualified and trained (and licenced where relevant) personnel to international emergencies. The ERU midwife will work in collaboration with other Movement Partners, delegates, national staff and volunteers, local health authorities and affected communities as part of a team within the mandate of the International Federation of the Red Cross and Red Crescent Societies (IFRC).

- Specifically, the Midwife will:
- Undertake high quality and ethically sound professional and technical activities to support the work of the ERU.
 - Organisation and management of Maternal Child Health services in coordination with other ERU personnel
 - Supervise, mentor and provide training of local personnel where appropriate
 - Given the nature of ERU and the context, the intensity and types of activities may vary by rotation (set up, running of the operation and handover).

Job duties and responsibilities

- Key clinical management responsibilities:**
- To provide midwifery care, in collaboration with medical, nursing and clinical support service team members. This will include the need to be flexible and available to provide care within other services as required (e.g., mobile clinics, out-patient department, isolation/outbreak area)
 - To undertake professional duties under direction of the ERU management team.
 - Organisation and management of maternal-child health (MCH) activities together with other ERU personnel, the host National Society and / or local health authorities. This may include:
 - Ante-natal care (incl. Complicated pregnancy)
 - Labour and delivery (Incl. complicated labour and deliveries)
 - Post-natal care
 - Support to Safe Motherhood and breastfeeding initiatives
 - Immunisation of mother and child
 - Care of the Newborn
 - Family planning
 - Participate in relevant ward rounds (ANC, Maternity, Labour and Delivery, etc.) and communicate patient updates and ward reports to the wider team.
 - Ensure both national and international standards of midwifery care are maintained. Including, ensuring all staff adhere to aseptic practice and universal precautions, and that a high standard of hygiene is maintained.
 - Ensure maintenance of medical equipment and update inventory of all items, drugs and consumables
 - Be available to work on-call for emergencies
 - Assist in planning patient flow and coordinate referrals (accepting referrals in and referring patients out) with internal and external bodies as necessary (out-patient department, other health actors, etc.) and facilitating patient referrals to specialized care as appropriate
 - Ensure paper and or digital documentation, this could include RCHIS, meets local and international legal requirements and acceptable professional standards, including data protection.
 - Report health data and statistics to other members of the health delivery team as required (unit log/records, admissions, discharges, drug and supply inventory)
 - Liaise with relevant departments and managers (e.g., OPD, OT, Head Nurse, Pharmacy Manager, SMO, etc.) to update on bed occupancy rates, staffing ratios, etc;
 - Supervise, mentor and train national midwives and support staff as required (may include traditional birth attendants, community health workers, other registered midwives, etc.) in accordance with national and international guidelines and standards
 - Other duties and tasks as assigned by the management team.

Lateral relationships

- Establish and ensure effective working relationships with the other ERUs and RC partners (ICRC, PNS, other deploying NS).
- Ensure effective working relationships with National Society counterparts, volunteers and leadership.
- Ensure effective working relationships with technical and service departments at regional and Geneva Secretariat level.
- Represent the ERU to internal and external stakeholders at various levels as needed and establish and maintain effective working relationships with the following entities:
 - a. Beneficiaries from affected communities and hired staff
 - b. Local health authorities, UN agencies and NGOs, using formal or informal health cluster or similar coordination meetings to maximize efficient health care delivery.

Context-specific tasks responsibilities

[To be determined: Use this section to provide both, a contextual description of the emergency, and of the corresponding tasks (this will assist in managing expectations of the candidate). Avoid copying the same tasks included in the sections above, and instead focus on details about the both the setting and demands for the profile. E.g. Is this a refugee camp setting? Urban area? Will the staff be working with health personnel with limited/advanced qualifications?]

Duties applicable to all staff

Those duties complement the key tasks and responsibilities of each ERU Delegate and are in addition to the specific mandate elaborated in the ERU Deployment Order and Terms of Reference:

- Actively work towards the achievement of the IFRC Secretariat's goals:
 - Save lives, protect livelihoods, and strengthen recovery from disasters and crises
 - Enable healthy and safe living
 - Promote social inclusion and a culture of non-violence and peace
- Abide by and work in accordance with the Red Cross/Red Crescent principles:
 - To prevent and alleviate human suffering
 - To protect life and health and ensure respect for the human being
 - Making no discrimination as to nationality, race, religious beliefs, class or political opinions, and giving priority to the most urgent cases of distress
 - Not taking sides in hostilities or engaging in controversies of a political, racial, religious or ideological nature
 - Not prompted in any manner by desire for gain
 - Sharing equal status with other Societies in the Movement and equal responsibilities and duties in helping each other
- Abide by and work in accordance with the Code of Conduct and ERU Standard Operating Procedures.
- Contribute to a positive team environment and service excellence to meet the needs of affected people.
- Ensure understanding of roles, responsibilities, lateral relationships and accountabilities
- Perform any other work-related duties and responsibilities that may be assigned by the line manager.

Working Conditions

Field based position. Difficult and demanding working conditions are expected including the following:

- Due to the dynamic nature of an emergency and proximity to emergency-affected area, issues of access and mobility;
- Basic living conditions that may include intermittent electricity, Internet and other basic services
- Long hours of work in a demanding context with limited resources.
- Stressful rapidly changing environment with limited information to make decisions.
- Ability to meet the physical requirements of an ERU mission, which may include the set-up, stocking or packing down of a field hospital, the ability to lift up to 25 kgs, and the ability to stand or travel for long periods of time
- In some remote areas access to healthcare could be limited or non-existent
- In some contexts, legal frameworks and institutions to enforce the rule of law are largely undeveloped.

Profile (position requirements)

Experience	Required	Desirable
Meets the minimum set of knowledge, skills and professional behaviours outlined in the International Confederation of Midwives (ICM) Essential Competencies for Midwifery Practice. (LINK)	X	
First referral level experience managing maternal health and peri-natal care in low-resource environment, including: Labour and delivery, pre- and post-natal consultations and neonatal resuscitation	x	
Must have hands-on clinical care experience performing duties in line with the clinical ERU role	x	
Demonstrated ability to work autonomously and to recognize conditions outside the midwifery scope of practice and refer appropriately	X	
Experience living or working in a cultural context other than their own.		X
Experience working in a low-resource settings.	x	
Experience working for the Red Cross/Red Crescent movement		X

Education and Registration	Required	Desirable
Certified childbirth professional in good standing, with active certification of a national competent authority responsible for the certification and oversight of midwifery."	X	
IMPACT or BTC Course (provided by the Red Cross/Red Crescent)	X	
ERU management training		X
Clinical (RCEC/RCEH) ERU Training (provided by the Red Cross/Red Crescent)	X	
Relevant online trainings: IFRC the World of the Red Cross, IFRC Stay Safe, IFRC Child Protection, IFRC 101: Corruption Prevention	X	
Other trainings: Advanced clinical training e.g. Newborn Life Support (NLS), adult or paediatric nursing qualification		x

Knowledge & Skills	Required	Desirable
Able to leave for four to six weeks on short notice	X	
Fluent in English	X	
Working knowledge of another language than English		X
Fluent in French, Spanish or Arabic		X
Able to organize medical and surgical care in low-resource settings	X	
Valid international driving license (manual gears)	X	
Competent in computer use (Windows, Microsoft Office, spreadsheets, word-processing, e-mail)	x	
Skills in training facilitation, coaching and development of staff and volunteers	X	

Core Competencies ¹	Tier 1	Tier 2	Tier 3
Movement context, principles and values		X	
National Society Capacity Strengthening		X	
Coordination	X		
Assessment	X		
Direction Setting and Quality Programme Management	X		
Information management		X	
Resource management	X		
Safety and security	X		
Transition and recovery	x		
Community engagement and accountability		x	
Protection, gender and inclusion		x	
Environmental sustainability	x		
Collaboration and teamwork		x	
Conflict management		x	
Interpersonal communication		x	

Cultural awareness		X	
Judgement and decision making		X	
Motivating others		X	
Personal resilience		X	
Integrity		X	
Hiring manager's name	Signature		
Job title	Date		

¹ There are four tiers of competency, each with a set of indicators. Tier definitions as per IFRC's *Core Competency Framework for Surge Personnel* (<https://ifrcgo.org/global-services/assets/docs/SURGE%20CORE%20COMPETENCY%20FRAMEWORK-A4-Final-20191210.pdf>) are: **Foundational tier:** Foundational knowledge needed to build a deployable level of competency in this area. **Tier 1:** Displays a practical understanding of effective day-to-day behaviours for this competency and able to function effectively as part of a Red Cross Red Crescent team. **Tier 2:** Displays impact for this competency by providing advice and guidance to others within a defined scope. Translates strategic decision into sectoral direction. **Tier 3:** Models the behaviours and creates an environment which enables these behaviours to be displayed. Operates at a strategic, multi-sectoral level in a response of any magnitude.