REQUEST FOR EXPRESSION OF INTEREST

I. BACKGROUND

Liberia aims to build a high-quality and sustainable health system, but faces a severe deficit of physicians, nurse midwives, and other health care workers. In 2015 the Ministry of Health developed the Health Workforce Program, an inter-ministerial initiative to achieve targeted improvements in the quantity, quality and skill diversity of the national health workforce and to improve access to safe and quality health services in Liberia. One component of the Health Workforce Program is to recruit and deploy visiting faculty to fill gaps in health worker education and train the next generation of Liberian faculty, nurses and midwives.

II. SCOPE OF WORK

The Nursing and/or Midwifery Curriculum Expert will work with Liberian counterparts to design and deliver a context-oriented curriculum, mentor junior faculty, and develop interdepartmental initiatives to enhance the overall quality of the nursing and midwifery education programs. The Nursing and/or Midwifery Curriculum Expert will be expected to develop curriculum for new and existing programs; and teach courses according to the National Standard Curriculum for Midwifery or the National Standard Curriculum for Nursing.

Specific areas of responsibility include:

Curriculum Review and Development (40-50%)
- Review and recommend revision to curricula
- Advise and assist develop new academic programs as planned by the institution (i.e. Bachelors of Nurse Midwifery, Diploma in Midwifery)
- Instruct and mentor faculty in the development of course syllabi; lesson plans; teaching tools and methods; and assessment activities and strategies to reflect the Training Institution’s philosophy, theoretical constructs, course description and objectives, and curriculum in conjunction with the nursing or midwifery program leadership
- Conduct seminars/workshops to upgrade the knowledge and skills of other colleagues in the institution
- Write monthly reports of activities, projects, and outcomes
Classroom Instruction Responsibilities (30%)

- Teach nursing and/or midwifery students according to the schedule provided by the Training Institution’s leadership
- Develop assigned course syllabi and lesson plans to reflect the Training Institution’s philosophy, theoretical constructs, course description and objectives, and curriculum in conjunction with the nursing or midwifery program leadership
- Develop and distribute course syllabi to students during the first week of each semester
- Develop or utilize course materials (handouts, interactive notes, technology) that enhance student learning and follows the course syllabus and learning objectives
- Utilize a variety of teaching methods to accommodate the learning styles of the students
- Provide opportunities for active student involvement through practice and application
- Use the simulation lab to demonstrate skills and provide opportunities for students to practice and receive feedback
- Encourage student participation and questions
- Review student documentation and provide feedback
- Conduct continuous assessment (formative and summative) and academic evaluation of students, including end of semester and end of academic year examinations
- Review outcomes regularly to assess achievement of learning objectives
- Demonstrate knowledge of the subject matter
- Demonstrate considerations for diverse cultural backgrounds
- Model and encourage a collaborative faculty-student relationship
- Model professional behavior and standards of practice
- Mentor junior faculty in teaching methods, delivery and academic planning

Clinical Instruction Responsibilities (20-30%)

- Develop learning objectives for the clinical practicum
- Participates in clinical orientation as required by the institution
- Organize clinical assignments for students at the clinical setting
- Supervise students in patient care area in collaboration with staff
- Conduct pre and post conferences with students to facilitate learning experience and support the development of clinical decision making skills
- Maintain ongoing weekly evaluation of individual student progress in the clinical area
- Provide timely ongoing verbal and written feedback to students
- Guide and counsel students toward personal development in dealing with clinical stress
- Inform the program leadership on issues that arise with students and clinical sites
- Engage in co-mentorship with faculty and other instructional staff
- Support the ongoing development and use of clinical practice guidelines and evidence-based practice

III. WORK LOCATION

Location
The Nursing and/or Midwifery Curriculum Expert will be assigned to one training institution for the duration of the contract; this may be in a rural or urban setting based on assessed need.
IV. REPORTING

The Nursing and/or Midwifery Curriculum Expert will report to the Training Director for Nursing and Midwifery at the training institution for educational responsibilities and performance oversight. The faculty member will also report to Visiting Faculty Secretariat Deputy Program Manager for administration of the contract.

The Nursing and/or Midwifery Curriculum Expert will be responsible for submitting quarterly activity reports to the Visiting Faculty Secretariat Deputy Program Manager on deliverables and other process indicators as defined per the Health Workforce Program monitoring and evaluation (M&E) system.

V. DELIVERABLES

The Nursing and/or Midwifery Curriculum Expert will collaborate with designated counterparts to prepare and submit a prospective curriculum outline, course development plans, work plan and schedule of training at the beginning of the semester, and activity reports on a quarterly basis. The Nursing and/or Midwifery Curriculum Expert will also be required to conduct at least two extra-curricular seminars per semester for faculty professional development, and at least one extra-curricular seminar each semester related to professional development or academic success for students.

VI. POSITIONS AND DURATION OF ASSIGNMENT

The Nursing and/or Midwifery Curriculum Expert will be contracted full-time for one year, renewable based on need, available funding and performance.

VII. QUALIFICATIONS

- An active nursing license with a recognized licensing board
- A minimum of 3+ years of experience as a nurse or midwife
- A Master’s degree or equivalent in nursing, midwifery, or education
- Doctorate degree preferred
- Experience in program and curriculum development
- Evidence of excellent teaching and mentoring skills
- Respect for the experience and expertise of colleagues and students working in Liberia
- Strategic and innovative thinking skills, and the ability to foster interdisciplinary collaboration
- Excellent written, presentation and oral communication skills in English
- Competence in internet research Evidence Based Practice and research strategies
- Strong interpersonal skills, including the ability to communicate effectively and diplomatically, and to work flexibly and independently with multiple reporting relationships
- Personal maturity with enthusiasm for working in a developing country, cultural flexibility and competence, and a passion for improving healthcare delivery
- Professional experience in cross-cultural and low-income settings is strongly preferred
- Willingness to live in rural and low resource communities for a minimum of 1 year
Interested individual may obtain further information from the address below and deliver their Expression of Interest (EOI) written in English, enclosed in an envelope clearly marked: “Expression of Interest: Individual Consulting Services: Nursing and/or Midwifery Curriculum Expert. “Ref: No.MOH/GF/HSS/IC/004/16/17 and drop in the tender box situated on the ground floor or electronically transmitted by the deadline specified below to: proumohsw@gmail.com no later than Wednesday, 19th April 2017 @ 2:00 PM/ 14:00 GMT.

Expression of Interest must be clearly marked “Consulting Services: Consultant Services: Nursing and/or Midwifery Curriculum Expert

The address is stated below:

Jacob L.N Wapoe
Director of Procurement
Ministry of Health
Congo Town, Room#140 or via email: proumohsw@gmail.com

This Expression of Interest can also be found on:

i. www.emansion.gov.lr
ii. www.moh.gov.lr
iii. DgMarket

Signed by: ____________________  Approved by: ____________________
Director of Procurement  Deputy Minister for
Admin.