INTERCHURCH MEDICAL ASSISTANCE (IMA WORLD HEALTH)

TERMS OF REFERENCE (ToR)

Recruitment of a Consultant/Trainer to Conduct Basic Emergency Obstetric and Newborn Care (BEmONC) Training

IMA-Supported Health Facilities in Nyirol, Fangak and Pigi Counties, Jonglei State, South Sudan

Organization	Interchurch Medical Assistance (IMA World Health)
Duty station	Jonglei State: Nyirol, Fangak and Pigi Counties
Assignment type	Short-term consultancy
Estimated duration	12 working days (indicative; to be confirmed by IMA)

1. Background and Organizational Overview

Interchurch Medical Assistance (IMA), internationally known as IMA World Health, is a health-focused humanitarian and development organization that works with governments, health authorities, communities and partners to improve access to quality healthcare and strengthen health systems. In South Sudan, IMA has supported health service delivery and health-system strengthening through collaboration with relevant health authorities and implementing partners.

IMA's support to health facilities and communities has included strengthening the delivery of essential primary healthcare, maternal, newborn and child health services, immunization, health-worker capacity, access to essential medicines and supplies, and community-level health interventions. The specific package of support varies by programme, location and project period.

In Nyirol, Pigi and Fangak counties of Jonglei State, access to quality maternal and newborn healthcare can be affected by distance, staffing constraints, limited resources and challenges in timely referral. Health workers need the knowledge, practical skills and confidence to recognize and respond promptly to obstetric and newborn emergencies. Strengthening Basic Emergency Obstetric and Newborn Care (BEmONC) competencies is therefore important to improving the quality and timeliness of care and reducing preventable maternal and newborn illness and deaths.

IMA seeks to engage a qualified and experienced trainer to deliver competency-based BEmONC training for selected healthcare workers from IMA-supported health facilities in three counties. The assignment will be coordinated with the relevant State and County Health Departments and aligned with current Ministry of Health guidance.

2. Purpose of the Assignment

The purpose of this consultancy is to strengthen the clinical knowledge, practical skills and confidence of healthcare workers to provide timely, safe and quality Basic Emergency Obstetric and Newborn Care, including initial management and stabilization of complications and appropriate referral for care beyond the facility's capacity.

3. Overall Objective

To improve the capacity of healthcare workers in IMA-supported health facilities in the three counties to provide evidence-based BEmONC services in accordance with South Sudan Ministry of Health guidelines, relevant professional scopes of practice and recognized clinical standards.

4. Specific Objectives

1. Strengthen participants' knowledge and practical competencies in BEmONC.
2. Improve early recognition, assessment and initial management of common obstetric and newborn emergencies.
3. Improve quality of care during labour, childbirth and the immediate postpartum period.
4. Strengthen essential newborn care and basic newborn resuscitation skills.
5. Promote infection prevention and control, patient safety and respectful maternity care.
6. Improve teamwork, communication, clinical decision-making and emergency referral coordination.
7. Strengthen clinical documentation, monitoring and use of relevant maternity and newborn tools.

8. Identify facility-level gaps in equipment, medicines, supplies, staffing and referral arrangements, and recommend corrective actions.

5. Scope of Work and Key Responsibilities

5.1 Preparation and Training Planning

- Meet with IMA programme and clinical teams to agree on objectives, participants, schedule, training approach and expected outputs.
- Review current South Sudan Ministry of Health guidelines, approved BEmONC materials and relevant WHO recommendations.
- Assess participants' learning needs and, where feasible, baseline clinical competencies.
- Develop a training plan, agenda, session plans and competency-based methodology.
- Prepare presentations, case scenarios, simulation exercises, skills checklists and pre-/post-training assessment tools.
- Confirm the training equipment, models, mannequins, medicines and consumables required for demonstrations and practice, in coordination with IMA.

5.2 Delivery of BEmONC Training

The trainer will deliver the nationally approved BEmONC package, adapted to participants' professional cadres and scopes of practice. Topics should include:

- Overview of maternal and newborn health and the role of BEmONC.
- Recognition, assessment and initial management of obstetric complications.
- Prevention and management of postpartum haemorrhage.
- Recognition and initial management of severe pre-eclampsia and eclampsia.
- Recognition and initial management of maternal sepsis.
- Recognition and initial management of complications of prolonged or obstructed labour, including timely referral.
- Basic management of complications of incomplete abortion, in accordance with national guidance and provider scope of practice.
- Essential newborn care immediately after birth, including thermal care, early breastfeeding and infection prevention.
- Basic newborn resuscitation.
- Monitoring of labour using the partograph or the nationally approved labour-monitoring tool.
- Manual removal of the placenta and assisted vaginal delivery, where included in the national BEmONC package and appropriate to the participants' scope of practice and facility readiness.
- Respectful maternity care, informed consent, privacy and effective communication.
- Emergency preparedness, teamwork, referral systems and stabilization before referral.
- Maternal and newborn clinical documentation, registers and reporting.

Training methods should be participatory and competency-based, combining short presentations, facilitated discussions, case studies, demonstrations, return demonstrations, simulation-based practice and structured skills assessments. Supervised clinical practice may be included only where approved by IMA and the relevant health authorities, with appropriate consent, supervision and patient-safety safeguards.



5.3 Assessment and Evaluation

- Conduct pre-training and post-training knowledge assessments.
- Assess practical skills using standardized checklists and simulation scenarios.
- Provide timely individual and group feedback to participants.
- Identify participants requiring additional coaching or mentorship.
- Summarize changes in knowledge and practical performance, noting any limitations in the assessment.

5.4 Post-Training Support and Reporting

- Submit a comprehensive training report with participant numbers disaggregated by sex, cadre and facility.
- Present pre- and post-training assessment findings and practical competency results.

- Document topics delivered, training methods, challenges, lessons learned and recommendations.
- Provide a facility-readiness gap summary covering essential equipment, medicines, supplies, staffing and referral arrangements.
- Recommend a practical post-training mentorship and supportive-supervision plan.
- Submit final training materials, agenda, attendance sheets, assessment tools and results to IMA.

6. Required Health Cadres and Trainer Qualifications

6.1 Preferred Professional Cadre

The preferred lead trainer is a qualified Medical Doctor, preferably a specialist in Obstetrics and Gynaecology (OBGYN). An experienced Midwife with advanced clinical expertise and demonstrated BEmONC training experience may also be considered.

6.2 Essential Qualifications

- For a Medical Doctor: recognized medical degree in Medicine and Surgery, with postgraduate specialization in Obstetrics and Gynaecology preferred.
- For a Midwife: recognized qualification in Midwifery, preferably an advanced diploma or bachelor's degree, with substantial clinical and training experience.
- Valid professional registration and authorization to practice in the relevant jurisdiction.
- Additional certification or formal training in BEmONC, emergency obstetric care, newborn resuscitation, clinical mentorship or health-worker training is an advantage.

6.3 Relevant Experience

- At least five (5) years of relevant clinical experience in maternal, reproductive and newborn healthcare.
- Demonstrated previous experience designing and conducting BEmONC training for healthcare workers; evidence such as training reports, certificates or references should be provided.
- Practical experience in managing obstetric and newborn emergencies.
- Experience facilitating competency-based training, simulation, practical demonstrations and clinical skills assessments.
- Experience working with hospitals, Primary Health Care Centres (PHCCs), Primary Health Care Units (PHCUs) or comparable health facilities.
- Familiarity with South Sudan's health system and Ministry of Health guidelines is an advantage.
- Experience in rural, humanitarian or resource-constrained settings is an advantage and experienced trainer of trainees.

6.4 Training, Communication and Facilitation Competencies

- Excellent verbal and written communication skills, with the ability to explain clinical concepts clearly and practically.
- Strong presentation, facilitation and adult-learning skills.
- Ability to engage participants from different professional backgrounds and levels of experience.
- Strong mentorship, coaching and supportive supervision skills.
- Ability to develop and use practical learning materials, clinical scenarios and competency checklists.
- Good analytical, problem-solving and clinical decision-making skills.
- Ability to provide constructive feedback and assess competencies objectively.
- Strong report-writing, documentation, planning and time-management skills.
- Ability to work collaboratively in a multidisciplinary and multicultural environment.



6.5 Personal Attributes

- Professional integrity, accountability and respect for confidentiality.
- Commitment to quality maternal and newborn healthcare and evidence-based practice.
- Patience, flexibility, cultural sensitivity and a collaborative approach.
- Commitment to gender equality, safeguarding and respectful maternity care.

- Ability to work effectively in challenging field conditions.

7. Expected Deliverables

No.	Deliverable	Expected output
1	Inception and training plan	Approved training plan, methodology, agenda and session schedule.
2	Training materials	Presentations, participant materials, case studies, simulation scenarios and skills checklists.
3	Training delivery	Completion of the agreed BEmONC training sessions.
4	Assessment results	Pre-/post-training results and practical competency assessment records.
5	Participant records	Attendance sheets and participant details by cadre, sex and facility.
6	Final training report	Comprehensive report covering activities, results, challenges, lessons and recommendations.
7	Follow-up plan	Recommendations for facility mentorship, supportive supervision and readiness improvements.
8	Mentorship	An activity report of 2 Days observation and mentorship report after the training.

8. Duration and Level of Effort

The assignment is expected to require approximately 10 working days, as an indicative estimate. The final duration will be agreed with IMA and may include preparation, training delivery, assessments and report writing. The schedule will depend on the number of participants, facilities and training cohorts.

9. Reporting and Coordination

The consultant will report to the IMA Health Programme Manager or designated Clinical Services Coordinator and work closely with IMA health and programme teams, the State and County Health Departments, facility in-charges, maternity staff and other relevant maternal and newborn health stakeholders. All activities will be coordinated with the relevant health authorities and aligned with national policies and standards.



10. IMA's Responsibilities

- Identify and mobilize participants from IMA-supported health facilities.
- Coordinate with relevant County Health Departments and facility management.
- Arrange the training venue and agreed logistical support.
- Coordinate provision of training materials, equipment and supplies, as agreed.
- Facilitate approved participant transport, accommodation and other logistics in line with IMA procedures.
- Provide relevant programme documents and available national guidelines.
- Review and approve the training plan and final report, and provide technical and administrative oversight.

11. Ethical Considerations and Safeguarding

- Maintain professional ethics and confidentiality throughout the assignment.
- Respect the dignity, rights, privacy and cultural context of patients and participants.

- Obtain authorization and informed consent before any training activity involving patients.
- Ensure clinical practice is supervised, appropriate to the provider's scope of practice and does not compromise patient safety.
- Comply with IMA safeguarding, child protection, prevention of sexual exploitation and abuse (PSEA), and code of conduct policies.
- Promote non-discriminatory, gender-sensitive and respectful maternity care.
- Ensure that all clinical content and practices are consistent with current approved national guidelines.

12. Performance Indicators

9. Training plan and materials submitted and approved within the agreed timeframe.
10. Completion of the planned training sessions and agreed curriculum.
11. Participation of the targeted healthcare workers from IMA-supported facilities.
12. Completion and documentation of pre-/post-training assessments.
13. Completion of practical competency assessments using appropriate checklists.
14. Documented analysis of learning outcomes and remaining competency gaps.
15. Timely submission and acceptance of the final training report and supporting documents.
16. Relevant recommendations for continued mentorship and improvement of facility BEmONC readiness.



13. Application Requirements

Interested and qualified candidates should submit:

17. Updated Curriculum Vitae (CV) highlighting clinical, training and facilitation experience.
18. Cover letter expressing interest and availability for the assignment.
19. Copies of academic and professional qualifications.
20. Evidence of valid professional registration or practicing licence.
21. Evidence of previous BEmONC training experience, such as certificates, training reports or references.
22. Contact details for at least two professional referees.
23. A brief proposed approach and methodology for conducting the training.
24. A work plan with clear timeline
25. Precise financial proposal which includes with holding tax

14. Selection Criteria

No.	Evaluation criterion	Weight
1	Academic and professional qualifications, including relevant specialization	20%
2	Clinical experience in maternal and newborn healthcare	20%
3	Previous experience conducting BEmONC training	25%
4	Training facilitation, communication and mentorship skills	15%
5	Understanding of South Sudan's healthcare context and resource-constrained settings	10%
6	Proposed training methodology and approach	10%
	TOTAL	**100%**

Preference will be given to a Medical Doctor specializing in Obstetrics and Gynaecology with demonstrated BEmONC training experience. Highly qualified and experienced Midwives with proven BEmONC training and facilitation experience may also be considered.

15. Payment and Contractual Arrangements

The consultant's remuneration, payment schedule and reimbursable costs will be specified in the consultancy agreement. Payment will be made in accordance with IMA's applicable procedures and contractual terms, subject to satisfactory completion and approval of the agreed deliverables.

16. Conclusion

Strengthening healthcare workers' competencies in BEmONC is essential to improving maternal and newborn health outcomes in Greater Kapoeta. Through this consultancy, IMA aims to enhance the capacity of supported health facilities to provide timely, safe and quality emergency obstetric and newborn care and to strengthen referral and follow-up arrangements. The selected trainer is expected to bring strong clinical expertise, proven BEmONC training experience, effective communication and facilitation skills, and a commitment to practical, competency-based learning.

17. Application submission

Interested applicants who meet the above qualification and requirements should submit a full package with the listed requirements in Section 13 to IMA World Health Procurement on the email southsudanprocurement@imaworldhealth.org. Subject line of submission should be clearly indicated as Application as BEmONC Trainer not later than Monday November 16th, 2026 at 5.00pm or Hand deliver to IMA World Health office in Goshen House, Opposite Ministries

