



Position: Midwifery Training Officer, (Full-time position)

Institution: Lusaka College of Nursing and Midwifery (LUCON)

Location: Lusaka, Zambia

Reports to: Clinical Education Advisor; Indirectly reports to Head of School, Lusaka College of Nursing and Midwifery

About Seed Global Health

Seed Global Health (Seed) envisions a world where a robust health workforce strengthens every country's health system to meet its population's needs. Our vision is a just, equitable, and healthy world. Our mission is to expand access to quality care and improve health outcomes for all. We achieve our mission by partnering deeply to strengthen the health systems in the countries where we work, with a special focus on strengthening the professional health workforce.

We partner and invest deeply in the health workforce and health systems in four countries: Malawi, Sierra Leone, Uganda, and Zambia. We educate and train health workers across a variety of cadres and specialties, strengthen the quality of care in our partner health facilities, and improve the national and global policy environments to support health workers.

Our priorities are driven by the priorities of our partners. As such, our work currently focuses on educating doctors, nurses, and midwives to meet the most critical needs in our partner countries. We work across specialties spanning primary health care, emergency care, and reproductive, maternal, newborn, and child health.

For more information, please visit www.seedglobalhealth.org

Partnership Overview

Seed has been working with LUCON to improve Midwifery Training since 2021. This partnership focuses primarily on graduating competent and practice-ready midwives with the aim of reducing maternal and neonatal mortality.

Position Overview

The Midwifery Training Officer plays a pivotal role in strengthening the quality of training for midwifery students and supporting maternal and child health practice at LUCON partner training sites. The Midwifery Training Officer will work alongside midwifery faculty (at LUCON) and midwifery preceptors at clinical sites in Zambia. In partnership, they will aim to strengthen the

quality of midwifery education and enhance the quality of clinical practice by strengthening skills through clinical mentorship, training, and professional development opportunities.

Together with their midwifery colleagues, the Seed Midwifery Training Officer will develop or refine locally tailored best practice approaches to midwifery education and encourage a continuous culture of excellence, responsibility, and accountability in the delivery of health care. In collaboration with training college faculty and local midwifery leaders, key roles and responsibilities may include (but are not limited to):

- Providing evidence-based methods for clinical and classroom-based instruction and evaluation to students, clinicians or other learners, emphasizing best practices
- Facilitating academic-clinical partnerships to develop practice improvement projects that strengthen care at the point of service and provide learning opportunities for students and clinical staff

Key Responsibilities

1. Mentorship and development of Midwifery preceptors (50%)

- Preceptor training in Maternal and Child Health care settings
 - Provide mentorship and training to midwifery preceptors working in Labor ward, MCH, and other midwifery-related wards, ensuring they can support student learning effectively
 - Support organization of workshops, seminars, and clinical discussions aimed at enhancing clinical teaching skills among preceptors
 - Work closely with midwifery preceptors to develop structured preceptorship programs that foster student learning and professional growth in alignment with prescribed midwifery modules
 - Support preceptors in navigating the challenges of Maternal and Childcare in Zambia, focusing on resource allocation, patient safety, and care prioritization
 - Encourage and facilitate preceptors' engagement in local and international nursing networks, promote peer learning and knowledge exchange
 - Regularly conduct preceptor evaluations
 - Coordinate virtual learning opportunities for midwifery students, preceptors, and midwives

2. Clinical teaching and supervision (25%)

- Midwifery student clinical supervision
 - Coordinate and supervise undergraduate students
 - Demonstrate and model best practices in midwifery interventions, communication, and ethical care of mothers and children in clinical settings
 - Foster students' practical skills by closely monitoring their performance, providing hands-on guidance, and encouraging reflective practice in a resource-limited context

- Develop student clinical teaching plan in alignment with clinical rotation schedules
- Ensure that students are proficient in resource management, promoting creativity and adaptability
- Sign off clinical evaluation manuals
- Technical Assistance
 - Provide TA for QA/QI projects

3. Classroom Coordination and Support (10%)

- Coordination and Support to Midwifery Student teaching
 - Conduct faculty review meetings on student progress
 - Evaluate student performance through formative and summative assessments, providing constructive feedback
 - Provide TA for QA/QI projects
 - Technical assistance in student preparation for final exams

4. Skills lab (10%)

1. Support midwifery student training:
 - Support end-of-block student assessment
 - Technical assistance to skills lab manager
 - Support student demonstrations
 - Technical assistance in student preparation for final exams (practical)

5. Administration (5%)

- Report writing
- Contributions to continuous development
- Contributions to abstracts and other scholarly material

An expected week could include:

- 5-day work week

Recommended skills include:

- BSc in Midwifery required
- Registered member of the Nursing and Midwifery Council of Zambia (NMCZ)
- Minimum of 10 years of clinical experience as a midwife
- Preference is given to applicants who demonstrate interest and experience teaching midwifery students
- Proven experience, commitment and passion for teaching and mentorship in the field of midwifery
- Strong communication skills and a proven ability to work in interdisciplinary teams
- Ability to meet Zambia licensing criteria and obtain clinical licence
- Proficient in English language
- Trainer in Emergency Obstetric and Newborn Care
- Experience teaching and implementing practice-based learning

- Experience providing clinical supervision and mentorship
- Proven leadership and capacity building
- Appropriate communication and interpersonal skills

Working Conditions

- Based in Lusaka, Zambia
- 40 hours per week
- Significant travel between clinical sites within Lusaka
- Up to 10% travel time may be requested, domestically and internationally

Compensation

Competitive salary commensurate with experience

Seed Global Health provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, transfer, leaves of absence, compensation, and training