The United Nations Volunteers (UNV) programme is the UN organization that promotes volunteerism to support peace and development worldwide. Volunteerism can transform the pace and nature of development and it benefits both society at large and the individual volunteer. UNV contributes to peace and development by advocating for volunteerism globally, encouraging partners to integrate volunteerism into development programming, and mobilizing volunteers. In most cultures, volunteerism is deeply embedded in long-established, ancient traditions of sharing and support within the communities. In this context, UN Volunteers take part in various forms of volunteerism and play a role in development and peace together with co-workers, host agencies, and local communities. In all assignments, UN Volunteers promote volunteerism through their action and conduct. Engaging in volunteer activity can effectively and positively enrich their understanding of local and social realities, as well as create a bridge between themselves and the people in their host community. This will make the time they spend as UN Volunteers even more rewarding and productive.

General Information

<table>
<thead>
<tr>
<th>Country of Assignment</th>
<th>Rwanda</th>
</tr>
</thead>
<tbody>
<tr>
<td>Host Institute</td>
<td>United Nations Population Fund</td>
</tr>
<tr>
<td>Volunteer Category</td>
<td>International Specialist</td>
</tr>
<tr>
<td>Number of Volunteer</td>
<td>1</td>
</tr>
<tr>
<td>Duration</td>
<td>12 months</td>
</tr>
<tr>
<td>Expected Starting Date</td>
<td>12-10-2020</td>
</tr>
<tr>
<td>Duty Station</td>
<td>Kigali [RWA]</td>
</tr>
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<td>Assignment Place</td>
<td>Family Duty Station</td>
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</tbody>
</table>

Assignment Place Remark

Living Conditions

The Republic of Rwanda is a landlocked country in the Great Lakes region of east-central Africa, bordered by Uganda (north), Burundi (south), the Democratic Republic of the Congo (west) and Tanzania (east). With more than 10 million people, Rwanda has the densest population in continental Africa most of whom engaging in subsistence agriculture and 39% of the population live below the international poverty line of USD 1.25 a day. Rwanda is a verdant country of fertile and hilly terrain and bears the title "Land of a Thousand Hills".

In 2008, Rwanda became the first country in history to elect a national legislature in which a majority of members were women. The country now has many international visitors and is regarded as one of the safest places for tourists. Rwanda is also currently known for being among the fastest developing economies with a sustained 8+% annual economic growth recorded for the last 10 decade.

The principal form of public transport in the country is shared taxi/bus, with express tarmacked routes linking the major cities and local services serving most villages along the main roads of the country. Housing prices differ considerably depending on what sort of living standards you have and the location. You can live with a local person for very cheap, take a room in a shared house for anywhere from...
Assignment Details

Assignment Title
Midwife

Organizational Context & Project Description

The Rwanda Biomedical Centre is government institution that serves as an implementing arm of the Ministry of Health. RBC coordinates all clinical activities that are undertaken by public health facilities across the country. RBC is one of UNFPA Implementing Partner and will deploy the UNV in one of its health facility with busy maternity activities in order to address the needs and requirements of this UNV post. The UNV midwife will spend most of her/his time in clinical work but will reserve 1-2 days per week for office work related activities with a focus on implementation of midwifery policies and strategic plans. Due to the dual nature of his/her work, she/he will be posted in or around Kigali where she/he would keep easy access to the UNFPA office. An MoU that provides terms and conditions of this posting will be negotiated and signed between both parties (UNFPA and RBC) before the UNV contract comes into action. Before starting duties, UNV midwife will be required to present a licence of practicing midwifery profession from the Rwandan Council of Nurses and Midwives-Rwanda.

A combination of tropical location and high altitude ensures that most of Rwanda has a temperate year-round climate. Temperatures rarely stray above 30 degrees Celsius by day or below 15 degrees Celsius at night throughout the year. The exceptions are the chilly upper slopes of the Virunga Mountains, and the hot low-lying Tanzania border area protected in Akagera National Park. Throughout the country, seasonal variations in temperature are relatively insignificant. Most parts of the country receive in excess of 1 000 mm of precipitation annually, with the driest months being July to September and the wettest February to May.

6 Jul 2020
Task description

Under the direct supervision of the NPO-Maternal Health and midwifery the UN Volunteer will undertake the following tasks:

- Ensure that the maternal health services are fully aligned to the scope of practice of midwifery profession in Rwanda. These include attending to normal deliveries, Basic Emergency Obstetric and Neonatal Care, post-partum family planning among others.
- Support the implementation of capacity building activities and other interventions that are prioritized by the 5 years’ strategic plan for the Rwanda Association of the Midwives (RAM). This would require close collaboration with the RAM and the National Council for Nurses and Midwives.
- Contribute to ongoing efforts of the CO in spearheading innovations for enhanced SRH demand creation and service delivery with a particular focus on maternal health.
- Contribute to raising the visibility of UNFPA work around midwifery and its impact to communities. This include but is not limited to writing articles, reports, post, presentations, among others.
- Support the implementation of the EmONC needs assessment and ensure that midwives have the necessary competencies, equipment, supportive supervision and mentorship to perform their functions at the 24/7 facilities.
- Support the strengthening of the midwifery association to provide structured in-service training and also ensure that UNFPA is fully represented in the more 50,000 Happy Birthdays project being jointly implemented with Laerdal and the ICM.
- Support scale up and implementation of the Helping Mothers Survive and Helping Babies Survive Programme and the implementation of the new module on Essential Care During Labour and Childbirth.
- Support UNFPA’s COVID 19 response in protection of midwives and the proper functioning of the health system to deliver maternal health services.
- Undertake any other task that may be required by his/her supervisor/office.

Furthermore, UN Volunteers are required to:- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day)- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country- Provide annual and end of assignment reports on UN Volunteer actions, results and opportunities using UNV’s Volunteer Reporting Application- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.- Assist with the UNV Buddy Programme for newly-arrived UN Volunteers- Promote or advise local groups in the use of online volunteering, or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

Results/Expected Outputs

- Quality of care in maternal and neonatal health services increased in facility of her/his secondment.
- Enhanced skills in midwifery lifesaving interventions.
- Facilitation skills for midwifery trainings increased.
- Implementation of the Strategic Plan for the Rwanda Association of Midwife supported.
- Increased innovations for addressing maternal /neonatal morbidities and mortality.
- Increased visibility around the impact of UNFPA support to midwifery across communities.

- The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counter-parts, including Implementing Partners (IPs);
- Age, Gender and Diversity (AGD) perspective is systematically applied, integrated and documented in all activities throughout the assignment;
- A final statement of achievements towards volunteerism for peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed.

Qualifications/Requirements

Required Degree Level: Master degree or equivalent.
Education - Additional Comments

Midwifery Science

Required experience 36 months

Experience Remark

- At least 3 years of midwifery practice experience
- Work experience in midwifery practice from a recognized public or private health facility that provides Basic Emergency Obstetric and Neonatal Care 24/7
- Registered midwife with a valid licence of practice from the regulatory body for the midwifery profession in Sweden
- Having completed the Helping Mother Survive and Helping Baby Survive trainings programs would be an added value
- Being an active member of the Sweden Midwifery Association
- Having assumed a role in Sweden Midwifery Association would be an added advantage

Language

- English (Mandatory), Level - Fluent
- AND - French (Optional), Level - Working Knowledge

Area of Expertise

- Nursing and midwifery Mandatory

Area of Expertise Requirement

Need Driving Licence No

Competencies & Values

- Accountability
- Adaptability and Flexibility
- Building Trust
- Client Orientation
- Commitment and Motivation
- Commitment to Continuous Learning
- Communication
- Creativity
- Ethics and Values
- Integrity
- Judgement and Decision-making
- Knowledge Sharing
- Planning and Organizing
- Professionalism
- Respect for Diversity
- Working in Teams

Conditions of Service and other information
Conditions of Service for International Specialist:


The rapidly changing nature of novel coronavirus COVID-19 has placed significant and increasing restrictions on the freedom of movement of people across the globe, within countries and across borders. Such restrictions make it very difficult for international UN Volunteers to begin their assignments at their assigned duty station and UNV cannot guarantee assignments will proceed as normal.

Candidates for international UN Volunteer assignments during this period may be exceptionally granted alternative working arrangements to work from their place of recruitment until restrictions are lifted. This is at the discretion of the host entity. Candidates proceeding to interview are recommended to discuss the likelihood of travel and possible alternative arrangements with the host entity. If selected, candidates should carefully consider the circumstances before accepting UNV’s offer.

In cases where the UN Host Entity partner has requested the UN Volunteer to perform their assignment remotely, the Post Adjustment Multiplier (PAM) and related entitlements to be paid may be adjusted to the temporary duty station from where the UN Volunteer has been requested to work if requested by the UN Host Entity.

The contract lasts for the period indicated above with possibility of extensions subject to availability of funding, operational necessity and satisfactory performance. However, there is no expectation of renewal of the assignment.

A UN Volunteer receives a Volunteer Living Allowance (VLA) which is composed of the Monthly Living Allowance (MLA) and a Family Allowance (FA) for those with dependents (maximum three).

The Volunteer Living Allowance (VLA) is paid at the end of each month to cover housing, utilities, transportation, communications and other basic needs. The VLA can be computed by applying the Post-Adjustment Multiplier (PAM) to the VLA base rate of US$ 1,651. The VLA base rate is a global rate across the world, while the PAM is duty station/country-specific and fluctuates on a monthly basis according to the cost of living. This method ensures that international UN Volunteers have comparable purchasing power at all duty stations irrespective of varying costs of living. The PAM is established by the International Civil Service Commission (ICSC) and is published at the beginning of every month on the ICSC website http://icsc.un.org.

For UN Volunteer entitlements, kindly refer to the link https://vmam.unv.org/calculator/entitlements.

In non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, international UN Volunteers receive a Well-Being Differential (WBD) on a monthly basis.

Furthermore, UN Volunteers are provided a settling-in-grant (SIG) at the start of the assignment (if the volunteer did not reside in the duty
station for at least 6 months prior to taking up the assignment and in the event of a permanent reassignment to another duty station.

UNV provides life, health, permanent disability insurances as well as assignment travel, annual leave, full integration in the UN security framework (including residential security reimbursements).

UN Volunteers are paid Daily Subsistence Allowance at the UN rate for official travels, flight tickets for periodic home visit and for the final repatriation travel (if applicable). Resettlement allowance is paid for satisfactory service at the end of the assignment.

UNV will provide, together with the offer of assignment, a copy of the Conditions of Service, including Code of conduct, to the successful candidate.

**Supervision, Induction and duty of care of UN Volunteers**

UN Volunteers should be provided equal duty of care as extended to all host entity personnel. Host entity support to the UN Volunteer includes, but is not limited to:

- Introductory briefings about the organisation and office-related context including security, emergency procedures, good cultural practice and orientation to the local environment;
- Support with arrival administration including setting-up of bank accounts, residence permit applications and completion of other official processes as required by the host government or host entity;
- Structured guidance, mentoring and coaching by a supervisor including a clear workplan and performance appraisal;
- Access to office space, equipment, IT support and any other systems and tools required to complete the objectives of the assignment including a host entity email address;
- Access to shared host entity corporate knowledge, training and learning;
- Inclusion of the volunteer in emergency procedures such as evacuations;
- Leave management;
- DSA for official travel, when applicable;
- All changes in the Description of Assignment occurring between recruitment and arrival or during the assignment need to be formalized with the United Nations Volunteer Programme.

**Application Code**

RWAR000566-7193

**Application procedure**

This assignment is funded by the Government of Sweden, therefore only Swedish nationals are eligible to apply.

Please apply via the link below. You can then either log in if you already have an account or register via ‘Candidate Signup’.

You may apply to a maximum of three assignments per advertisement and indicate your order of preference in the ‘Additional Remarks’ section of your profile.

**Application deadline: 2 August 2020**

**Selection process**

Only shortlisted candidates will be contacted. The selection will be done by the UN Host Entity at the level of the country of assignment. Interviews will be conducted by the UN Host Entity between 22 July and 7 August. Usually these interviews are competency-based.

**Assignment Preparation Training**

6 Jul 2020
Prior to deployment, the selected candidate will be required to attend a mandatory preparation training from 4 to 9 October 2020 in Härnösand and Stockholm, Sweden, organized by Sida.

COVID-19: In case of travel restrictions, assignments may start remotely or start dates may be postponed.

doa.apply_url https://vmam.unv.org/candidate/show-doa/UldBUjAwMDU2Ng==

Disclaimer

United Nations Volunteers is an equal opportunity programme which welcomes applications from qualified professionals. We are committed to achieving diversity in terms of gender, nationality and culture.