

Volunteer Midwife

Kasana, Uganda

Shanti Uganda's mission is to improve infant and maternal health throughout Uganda. Our vision is all women have access to a midwife and are able to birth safely within a respectful, collaborative care model. We value community participation, unity, sustainability and traditional knowledge.

Job Description

Volunteer Midwives spend anywhere from 2 weeks to up to two months living and working in Kasana, Uganda. Volunteer Midwives provide direct clinical care alongside Shanti Uganda's Ugandan midwives and clinical staff and model respectful, compassionate, evidence based midwifery care with clients.

All Volunteers report to the Project Coordinator and Head Midwife and work collaboratively, respectfully and gently at the Shanti Uganda Birth House. We are a low volume, freestanding birth center, with 20-30 births per month, much of your work will be to provide antenatal and postnatal care to our clients.

Detailed Task List (depending on our needs you may be asked to do any of the following):

- Conduct antenatal visits with clients including:
 - Initial client registration with full history taking, including infectious disease and STI risk assessment
 - Identification and prioritization of any clinical or social risk factors
 - Palpation of fetal position
 - Blood pressure
 - Maternal height & weight
 - Diagnosis & treatment**
- Conduct postpartum checkups with clients including:
 - Monitor skin to skin time
 - Postpartum observation and care
 - Breastfeeding education and counseling
 - Education on family planning and self-care
 - Review of Newborn care and warning signs
- Conduct infant immunizations and well baby checkups
 - Prepare supplies prior to clients arriving
 - Keep order of clients who are waiting to receive care
 - Assist with weighing baby
 - Document findings and immunizations in designated charts
 - At end of day help count supplies used and put remaining stock away
 - Review of Newborn care and warning signs
- Assist clinical staff with client education and delivery of family planning services

- Prepare supplies prior to clients arriving
- Set-up space for client teaching
- Keep records in designated charts
- Education on family planning and self-care, with a focus on informed choice
- Provide family planning methods including implants, IUDs, injectables
- Ensure client understands risks/benefits and warning signs and knows how to access follow up care
- At end of day help count of supplies used and put remaining stock away
- Assist Shanti midwives at births, this may include such duties as:
 - Set-up instruments, emergency medication and resuscitation equipment
 - Admit client to Birth House
 - Provide woman-centered respectful labor support to client and her family
 - Monitor vitals and fetal heart tones per guidelines
 - Collaborate with Shanti Ugandan midwife to provide high quality birth and immediate postpartum and newborn care
 - Help clean the birth room after client moves to postpartum ward
- Assist Ugandan staff on community outreach and postpartum home visits
 - Set-up space for outreach events
 - Assist in pre-event preparations and provide education session or facilitation if asked
 - Participate in home care visits with duties similar to birth house roles
 - Document findings in designated format
- Assist in file making, reporting and data collection
 - Use Shanti Uganda and government required forms
 - Organize/inventory medical supplies, including donated supplies
 - Assist with monthly count of medications and supplies for re-order
 - Confirm expiration dates and dispose of expired medications
 - Move soon-to-expire supplies or medications to the front of cabinets
 - Donated supplies that are received, make sure that Shanti staff is aware of where to find items, how to use them or dispense if they are intended for clients
 - If follow-up is required to receive more inventory of specifically donated items, make sure Head Midwife and Project Coordinator are aware of future plans
- Lead a Continuing Education Workshop for our midwives & other clinical staff based on Ugandan staff needs
 - A topic or idea may be requested of you to prepare prior to your arrival in Uganda
 - Currently for group presentations, lecture or hands-on is the format Shanti uses
 - For one-on-one teaching, you may choose to present with video or power-point, but you must have it prepared prior to your volunteer commitment and bring this on your own device or zip drive
 - There is limited wifi at the volunteer house and none at the birth house
 - Locally there is photocopying available, but you may find the quality different from home

- If you are planning to do education, please bring your teaching tools: dolls, pelvis, posters, handouts with you

Time Commitment

- Volunteer midwives will work in 10hr shifts, with at least one Ugandan midwife present during our Day Shift (8am - 6pm)
- 40 hours/week for a minimum of 2 weeks
- Evenings are free, you may be required to work weekends depending on our schedule

Code of Conduct

- Volunteers must adhere to Shanti Uganda values, norms, existing systems and protocols at all times
- Volunteers must treat all clients and staff with respect and operate with humility and graciousness, acknowledging you are a guest in their country
- In most interactions* volunteers must defer to Ugandan staff on medical decisions, but can make an evidence based case for a quality improvement suggestion to the Head Midwife and Project Coordinator
 - *If the life of a mother or baby is in the balance, volunteers must work as collegially as possible, and together provide care that utilizes the highest standard of medical decision-making and knowledge the team possesses
- We are operating in a low resource setting, this means that many of the medicines, devices and diagnostic equipment that are commonly found in volunteers' regular practice settings are limited or unavailable at Shanti. This makes volunteering at Shanti an exciting and humbling opportunity to learn what great care can be provided, without what many western-trained health care workers take for granted is a necessity
- Volunteers are responsible for maintaining the confidentiality of all proprietary or privileged information to which they are exposed while serving as a volunteer, whether this information involves a single staff, volunteer, client, or other person or involves overall organization business
- All recommendations and reports regarding a need or gap in services will be directed to the Head Midwife and Project Coordinator
- Reporting and data collection will conform to existing Shanti Uganda systems
- Donations of money and material goods are not to be distributed directly to Shanti Uganda staff, beneficiaries or partners and must go through organizational procedures

Basic Qualifications & Skills

- Degree from accredited institution of midwifery or nursing and an active medical license
 - We accept any of the following nursing/midwifery designations:
 - Registered Midwives (RM)
 - Certified Midwives (CM)
 - Certified Nurse Midwives (CNM)
 - Certified Professional Midwives (CPM)
 - Licensed Midwives (LM)

- Minimum of 1 year experience as a Primary Midwife and/or attended at least 25 births in that capacity
- **Must be legally recognized, from the jurisdiction where you practice in your home country and will only be allowed to practice within your same scope at Shanti
- Desire to support and work collaboratively with our existing clinical staff
- Ability to be flexible, patient, respectful and non-judgemental with a strong cultural awareness and sensitivity
- Strong self-awareness of bias and assumptions and willingness to challenge them
- Ability to live in a rural and rustic setting with shared housing and meals - this means bunk beds, cold showers, latrines (squat toilets), slow internet and limited creature comforts
- Deep passion for women's health and empowerment
- Willingness to relocate to Kasana, Uganda for minimum of 2 weeks
- Experience working in low resource areas or cross cultural experience an asset

What We Provide

- Pre-departure logistics support and preparation
- Volunteer Manual
- Fundraising information and resources
- Shared accommodation at the Shanti Uganda Volunteer House
- Lunch is provided to all medical staff at the Birth House
- In-house cook who prepares dinner Monday - Friday
- Wireless internet at the Volunteer House
- Pick up and drop off to Entebbe International Airport
- Support from our in-country staff throughout the volunteer placement
- Weekly meetings with the Project Coordinator
- A lasting and deep connection to a wonderful community of staff, interns, volunteers, board members and many others all over the world

What We Do Not Provide

- Flight or travel costs
- In country transportation costs (excluding airport transfers)
- Food costs (Shanti provides lunch and dinner, but not breakfast)
- Ugandan Tourist Visa (\$50 USD)
- Midwifery Registration Fee in Uganda (\$100 USD)
- Travel, medical insurance (MANDATORY)
- Professional malpractice insurance (OPTIONAL)

Fees

Your fees go towards ensuring your volunteer placement goes as smoothly as possible and covers costs associated with hosting you in country. All remaining fees go directly to our work supporting respectful midwifery care in Uganda.

- Volunteer midwives will pay \$500CDN/week
- Volunteer midwives staying 4 weeks or more will pay \$1000CDN/month