Head of Obstetric Care

Job Framework

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Head of Obstetric Care</th>
<th>Cost Centre</th>
<th>62280</th>
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<tbody>
<tr>
<td>Location</td>
<td>Flexible</td>
<td>No. of Direct Reports</td>
<td>0</td>
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<tr>
<td>Reporting to</td>
<td>Global Medical Director</td>
<td>Budget Responsibilities (Y/N)</td>
<td>N</td>
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</table>

The Function

MSI Obstetric care provides safe and respectful maternal experiences from early pregnancy to one-year postpartum. It follows MSI care standards that draw on international best practice and up-to-date evidence to provide client-centred care.

MSI obstetric care will only involve highly competent, qualified and motivated care providers. Nurse/Midwife led BEmOC care will form the bulk of MSI Obstetric care programmes. CEmOC will only be undertaken where such an offering will generate such profits that make it worthwhile to take the additional risks and incur the additional capital investments.

All MSI obstetric care programmes will depend on safe services and exceptional client experiences to increase demand for their services and to expand their reputations.

MSI’s Medical Development Team (MDT) is responsible for quality assuring all clinical services delivered by MSI country programmes to ensure their effectiveness, safety and an excellent client experience. MDT supports country programmes to develop and maintain in-country clinical capacity needed to maintain clinical quality. The team also provides training and supervisory support that enables country programme teams to meet clinical competency requirements as laid out in MSI guidelines for clinical services.

The Role

Representing the MDT, the role strengthens the quality and governance of all MSI obstetric services. The position plays a key role in the development, continuous improvement, and regular review of obstetric standards that apply across the partnership. The position reports to Global Medical Director.

Key Responsibilities

Set MSI standards on obstetric care

- Develop, regularly review, and periodically improve MSI’s obstetric policies and guidelines
- Maintain the organizational expectations related to all obstetric interventions
- Set organizational standards related to all those interventions, including post-partum family planning
- In close collaboration with country and regional teams, monitor any potential/actual changes to MSI obstetric care programmes
- Provide strong clinical input at all levels to obstetric project design
- Nurture MSI’s obstetric standards through international best practice and high quality evidence
- Produce high quality technical reports on MSI obstetric care for the Board
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Safeguard MSI obstetric standards across the partnership

- Be the focal person for obstetric related clinical incidents within the MSI clinical incident review panel
- Be the technical focal point in reviewing exemption requests related to obstetric care
- Provide on-the-ground obstetric care support to programmes when needed
- Support and guide country programmes in the best use of their obstetric services and obstetric centres to provide family planning and safe abortion care services
- When required, conduct Quality Technical Assistance (QTA) of obstetric services in country programmes in accordance with MSI standards and the annual MSI QTA schedule.
- Supervise country programmes in assessing and maintaining competencies of obstetric care providers across the MSI partnership.
- Supervise the preparation of obstetric related clinical evidence summaries
- Hiring and collaborating with consultants for providing obstetric support to country programmes and conduct obstetric care audits where required
- Design and deliver obstetric trainings where needed to enable MSI country programmes to maintain standards in obstetric care
- Screen and approve obstetric related training tools and clinical trainers used by country programmes.

On request of the Global Medical Director, participate in any actions related to influence policy making or advocacy efforts related to obstetric care, postpartum family planning, etc:

- Actively participates and contributes to reflections on positioning and the role of MSI regarding obstetric care towards external actors.
- In close collaboration with country and regional teams, assist them in negotiations or representing MSI in regard to obstetric care and postpartum family planning.

Skills and Experience

- Over 15 years’ obstetric clinical experience including obstetric surgical experience (essential)
- Demonstrable knowledge in pain management related to obstetric procedures (essential)
- Demonstrable skills and training in obstetric pain management (essential)
- Experience in design and delivery of high-quality obstetric interventions (essential)
- Experience in design and delivery of high-quality obstetric trainings (essential)
- Experience in all above in multiple country settings (highly desirable)
- Experience in conducting clinical quality and clinical governance audits and follow up visits/technical assistance visits at international levels (highly desirable)
- Working experience in clinical settings at an international level (desirable)
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- Experience and skill in technical presentations for audiences of varying nature (desirable)
- Excellent written and oral skills in English (essential). French and Spanish proficiency (desirable)
- Managing multiple tasks towards competing deadlines (essential)
- Excellent IT skills, including Microsoft Word, Outlook, Excel and PowerPoint programmes

Qualifications and Training (essential/desirable)

- Qualified obstetrician/gynaecologist (essential) ideally with European post-grad qualifications.
- Training in post-partum family planning service provision (essential)
- Qualification in training or learning and development provision (essential)
- Trained in modern contraceptive services and safe abortion care (highly desirable)

Personal Attributes

- Pro-choice on abortion and contraception
- Pro-MSI philosophy of sustainability, social enterprise, and cost recovery
- Willingness to explore innovative obstetric care delivery options and challenging norms
- Meticulous eye for detail
- Team player, comfortable being in a highly skilled multi-cultural team
- Enthusiastic, positive, determined, flexible
- Able to build good working relationships with stakeholders
- Assertive and diplomatic
- Comfortable working independently and autonomously, and to act on initiative where appropriate
- Confident communicating in a multi-cultural working environment
- Comfortable with, and sensitive to, cultural diversity
- Willingness to travel (up to 40% of time) to diverse country programme settings
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MSI Behaviours and Values

**Team Member Behaviours**

**Work as One MSI**
- You contribute, use, and share accurate data and evidence to improve understanding, insight and decision-making across MSI, enabling us to maximise our ability to influence others.
- You share relevant knowledge, expertise and resources to strengthen teamwork and prevent duplication of effort.
- You actively work as part of a team, providing support and flexibility to colleagues, demonstrating fairness, understanding and respect for all people and cultures.

**Show courage, authenticity and integrity**
- You hold yourself accountable for the decisions you make and the behaviours you demonstrate.
- You are courageous in challenging others and taking appropriate managed risks.

**Develop and grow**
- You seek feedback to enable greater self-awareness and provide the same to others in a way which inspires them to be even more effective.
- You manage your career development including keeping your knowledge and skills up to date.

**Deliver excellence, always**
- You strive to consistently meet and exceed expectations, putting clients at the centre of everything, and implement smarter, more efficient ways of performing your role.
- You build and maintain effective long-term working relationships with all stakeholders, and are a true MSI ambassador.

**Leadership (For Leaders only)**
- You inspire individuals and teams, through situational leadership, providing clear direction.
- You seek and provide opportunities which motivate team members, helping to develop skills and potential whilst strengthening our talent and succession pipeline.
- You are aware of emerging developments in our sector, demonstrating strategic insight about our clients and business and encourage this in your team.
- You articulate a vision of the future which inspires and excites others.

**MSI Core Values**
- **Mission driven**: With unwavering commitment, we exist to empower women and men to have children by choice not chance.
- **Client centred**: We are passionate about our clients and dedicate our efforts to delivering agreed objectives to the highest possible quality.
- **Accountable**: We are accountable for our actions and take responsibility for everything we do to ensure long term sustainability and increased impact.
- **Courageous**: We recruit and nurture talented, passionate and brave people who have the courage to push boundaries, make tough decisions and challenge others in line with our mission.