

MSF-FRANCE

SERVICE AGREEMENT ANNOUNCEMENT

MSF is an international, independent medical humanitarian organization that provides medical assistance to people affected by conflict, epidemics, disasters, or exclusion from healthcare. MSF teams are made up of professionals working in health and medical care, logistics, administration, communications, skilled trades – all bound together by the MSF charter and serving people in need. MSF actions are guided by medical ethics and the principles of impartiality, independence, and neutrality. www.msf.org

To support the medical operations in Syria, MSF France is seeking a:

MIDWIFE SUPERVISOR

Type of contract: **Service Agreement**
Duration: **3 months, renewable**
Place of Work: **Aleppo**
Need: **Full Time**
Start Date: **ASAP**

MAIN PURPOSE

Supervising the clinical activities and guaranteeing the quality of midwifery care in the department, according to MSF protocols, values and universal hygiene standards in order to provide a high quality Mother and Child Health (MCH) care to the population

MAIN ACCOUNTABILITIES

- Supervising, supporting and evaluating the team under his/her responsibility particularly midwives, midwife assistants and other related staff in her team such as cleaners. Planning and organizing their work (areas, days, absences, visits, holidays, etc) and coaching them in their work with special focus in following all appropriate protocols and procedures
- Ensuring teamwork and a professional relationship between maternity and other departments.
- Supervising the clinical activities in all the maternity departments and activities such as ante-natal consultations, delivery and after delivery follow up, post-natal consultations, family planning consultations, new-born vaccinations and liaising with the Medical Doctor about the patients who need special care times, visiting hours, etc.
- Ensuring that the staff on duty knows, implements and follows at all times the universal hygiene standards/ precautions, bio-hazard prevention and infection control in the medical premises ensuring high standards of hygiene in the working environment
- Ensuring that all staff using medical devices are qualified and trained, cleaning and minor maintenance tasks are performed according to the protocols, reporting any malfunction to the project biomedical service.
- Being responsible for the department-related pharmacy activities (stock and consumption monitoring) as well as maintenance of the medical equipment
- Being responsible for ensuring that all the administrative procedures, patients' data and documents are filled in correctly and registered for compiling monthly reports reflecting the activity in the department.
- In certain contexts, being responsible for ensuring that the maternity staff is able to identify, receive and provide care to the victims of the SGBV in collaboration with the Obs Gyne MD and following the protocols

MSF Section/Context Specific Accountabilities

General Activities information:

- In 2026 MSF will support 2 PHCCs + BEmONC in co-management modalities with Aleppo DoH in eastern Aleppo neighborhoods and rural Aleppo specifically Al-Haidariya PHCC and Al-Safira PHCC & BEmONC
- **MSF support objectives as follows but not limited:**
 - In collaboration with DoH staff to improve antenatal, postnatal, and family planning services.
 - Support DoH staff to provide free SRH consultations, and contraceptive options.
 - Ensure referral pathways for complicated pregnancies are functional.
 - Support Basic Emergency Obstetric and Neonatal Care (BEmONC), especially in Al-Safira.
 - Provide technical support, capacity building and onsite guide for the DoH midwives
 - Reduce maternal and neonatal morbidity and mortality by improving quality of delivery care.
 - Support Maternal Referrals to CEmONC in Aleppo city.

Responsibilities:

- Supervise and support DoH Midwives in SRH and BEMONC activities.
- Participate with the MWAM in the development of SRH and BEMONC activities.
- The midwife supervisor is responsible to provide technical supervision on DoH MWs in collaboration with DoH and MWAM.
- Responsible for the timely referral and follow-up of obstetric emergency cases, in coordination with referral hospitals and MWAM.
- The midwife supervisor is responsible for providing operational and professional support to DoH staff who manage the SRH clinics and BEmONC in the supported health facilities.
- Participate with the Midwife Activity Manager to implement MSF training programme and standards within the DoH supported maternity facilities.
- Under MWAM delegation contributes into preparation of FMC and international orders for the SRH and maternity activities.
- Ensure continuous supervision in the supported facilities, evaluating performance, identifying training needs, monitoring stock medication levels, and ensuring the efficient management of SRH and Maternity operations in line with MSF standards and MoH regulations.
- Provide on-site guidance and support to the midwives in the supported health facilities to ensure adherence to professional and company standards.
- Prepare and submit detailed supervision visit reports, highlighting key findings, challenges, and recommendations.
- Supervise and ensure accurate data collection and reporting, while maintaining confidentiality.
- Identify high risk deliveries and ensure midwifery staff are well supported in managing these cases.
- Take leadership in IPC compliance and monitor adherence within the supported health facilities to IPC standards.
- Assess performance of the team for ensuring that individual performance review and personal development plans are completed for staff members.

Collaborate with MWAM to Monitor and audit the quality of care through a range of strategies, including risk management incident reporting, complaints and clinical audit.

REQUIREMENTS

Education	Diploma of Midwife or any Diploma recognized in the country and /or the Ministry of Health to practice as Midwife with a recognized qualification validated by the Ministry of Health. Licensed with permanent and not temporary registration is essential
Experience	Minimum 2-year experience as Midwife supervisor with NGOs.
Languages	Mission language essential Good level of English (B1)
Knowledge	Essential computer literacy (word, excel and internet)
Competencies	• Results and Quality Orientation • Teamwork and Cooperation • Behavioural Flexibility • Commitment to MSF Principles • Stress Management

This position will be:

- Full-time position - The candidate must have no commitments with the Ministry of Health (MOH) or any other NGOs.
- Based in Aleppo with regular visits to the field.

HOW TO APPLY

Apply by filling in the required information and attaching an updated CV at the link below:

<https://forms.gle/pV9HYBYxs5P69FWS8>

CLOSING DATE: 23 SEPTEMBER 2026, AT 05:00 PM



MSF IS AN EQUAL OPPORTUNITY EMPLOYER: WE DO NOT CHARGE A FEE FOR ANY APPLICATIONS RECEIVED.

ONLY SHORT-LISTED CANDIDATES WILL BE CONTACTED.