

Job Announcement (Internally & Externally)

Midwife Supervisor

at MSF SPAIN

Based in Homs Governorate

MSF is committed to promoting diversity and gender balance within its staff, and for that reason, female candidates are strongly encouraged to apply for this position.

Médecins Sans Frontières (MSF) is an international, independent, medical humanitarian organization that delivers emergency aid to people affected by armed conflict, epidemics, natural disasters, and exclusion from healthcare.

MSF offers assistance to people based on need, irrespective of race, religion, gender, or political affiliation.

MSF SPAIN is advertising for the following position: **Midwife Supervisor – Full Time in Homs.**

Requirements for the position	
Education:	Diploma of Midwife (or any Diploma recognized in the country and /or the Ministry of Health to practice as such).
Experience:	- Essential: Minimum 3 years' experience as Midwife. - Essential: Minimum 1 year experience as Midwife Supervisor. - Desirable previous experience with MSF or other NGOs in developing countries.
Languages:	Arabic and English languages are essential.
Knowledge	Demonstrated understanding of midwifery practictices in the Country.
Others:	Computer literacy, (words, excel, PowerPoint, outlook) is mandatory.
Main responsibilities	
Place of work:	Homs Governorate
Level:	8
Contract of Employment	Service Agreement (Please see additional information below).
Main objectives	- Providing technical supervision, supportive coaching and competency follow up for midwives and other staff involved in ANC, PNC and FP services. Supporting work planning and service organization in coordination with PHCC Manager and the Project Medical Referent. - Promoting teamwork and professional collaboration between the supported PHCC teams, MSF medical staff, health promotion, mental health, pharmacy, logistics and referral facilities. - Supervising the quality and continuity of ANC, PNC and FP consultations, including clinical assessment, counselling, informed choice, identification of danger signs, appropriate management within the PHCC scope of care, and timely referral of patients requiring higher level care. - Ensuring that staff know, implement and consistently follow standard precautions, infection prevention and control measures, safe waste management and environmental hygiene requirements in consultation and procedure areas.

	- Ensuring that staff using medical devices are trained and competent, that equipment is cleaned, disinfected, stored and checked according to protocol, and that malfunctions are promptly reported to the responsible biomedical or logistics focal point. - Monitoring department-related pharmacy and medical supply activities, including rational use, stock levels, consumption, expiry dates, storage conditions and timely communication of needs for ANC, PNC and FP services. - Ensuring that clinical and administrative records are complete, accurate, confidential and submitted on time, and contributing to the compilation, verification and analysis of weekly and monthly activity reports. - Ensuring that staff provide respectful and non-discriminatory care and are able to safely identify, support and refer survivors of sexual and gender-based violence or other protection concerns in accordance with MSF protocols, confidentiality principles and the available referral pathway.
Main responsibilities and tasks	MSF supports two Primary Health Care Centres (PHCCs) in the Homs Project. The supported sexual and reproductive health package covered by this position includes antenatal care, postnatal care and family planning. Support is provided through technical supervision, mentoring, quality monitoring, referral strengthening and medical supply follow-up in coordination with DoH teams. Quality of care monitoring: - Conduct regular supportive supervision visits to both PHCCs according to an agreed schedule, document findings and provide practical, prioritized technical recommendations with responsible persons and deadlines. - Support and evaluate midwives and other relevant PHCC staff through direct observation, case discussion, record review, coaching and competency assessment, while respecting the DoH/MoH's line-management responsibilities. - Monitor the quality of ANC, PNC and FP consultations, including history taking, examination, appropriate screening and preventive interventions, counselling, informed and voluntary method choice, follow-up, and documentation according to MSF and applicable national protocols. - Ensure consistent screening for pregnancy, postpartum and newborn danger signs; support immediate first-line measures within the PHCC's capacity; and ensure timely referral, documentation and feedback for patients requiring emergency or specialist care. - Ensure that all staff follow standard precautions, hand hygiene, safe injection practices, decontamination and sterilization procedures where applicable, healthcare waste management and environmental cleaning standards. - Organize regular reviews of selected clinical cases, referrals, complications, near misses, adverse events and service quality gaps with the PHCC Manager and relevant MSF team members and follow up agreed corrective actions. - Support infection prevention and control in ANC, PNC and FP consultation and procedure areas in coordination with the responsible IPC focal point. - Work closely with the medical, health promotion, mental health, pharmacy, logistics and partner teams to improve service quality, continuity of care and patient experience. - Remain up to date on relevant MSF and applicable national clinical protocols and ensure that current approved tools, job aids and guidelines are available and correctly used in supported facilities. - Contribute to the technical planning of SRH services, including consultation flow, privacy, human resource needs, essential equipment and supplies, and readiness for safe referral, in collaboration with PHCC Manager and the MSF project team. - Support safe identification, first line support and confidential referral of survivors of sexual and gender-based violence, in coordination with the designated MSF focal point and according to the available survivor-centred referral pathway. Do not collect unnecessary identifying information. - Regularly review eligibility, follow-up and referral criteria used in ANC, PNC and FP services and raise any gap, unsafe practice or case outside the PHCC scope to the Project Medical Referent. - Maintain close coordination with Health Promotion and Mental Health teams to ensure consistent, culturally appropriate SRH messages, informed choice, confidentiality and functional two-way referral pathways.

Human resources training and performance follow-up:

- Assess individual and team learning needs related to ANC, PNC, FP, respectful care, emergency recognition, referral and IPC and develop a prioritized training / coaching plan.
- Prepare and deliver training, bedside or consultation room coaching, case discussions and practical support materials in line with approved MSF protocols and the activities supported in the two PHCCs.
- Conduct post-training follow-up using observation, knowledge or skills checks, record review and agreed indicators; document results, lessons learned and actions required.
- Provide regular, constructive and documented technical feedback to midwives and relevant partner focal points, highlighting strengths, competency gaps and agreed improvement measures.
- Facilitate technical consultation or telemedicine review for complex cases when available, approved and clinically appropriate, in coordination with the Project Medical Referent or designated medical doctor.

Data and reporting:

- Identify priority gaps and trends in ANC, PNC and FP services and propose feasible corrective actions; track implementation and report unresolved risks to the Project Medical Referent.
- Ensure that registers, consultation forms, referral documents and reporting tools are complete, accurate, legible, confidential and consistent with agreed case definitions.
- Validate and analyse service data with the PHCC teams, investigate discrepancies and use findings to improve quality. Relevant analysis should include service utilization, risk screening, referrals, family planning uptake and method mix, complications, stock-outs and follow-up indicators as applicable.
- Prepare and submit accurate weekly highlights and monthly SRH reports to the Project Medical Referent and other designated project focal points, without including unnecessary patient-identifying information.

Pharmacy and medical supplies:

- Calculate and review needs for essential ANC, PNC and FP medicines, contraceptives, consumables and medical supplies based on activity, consumption, buffer stock, lead time and expiry dates; promptly report anticipated shortages or changes in needs.
- Monitor rational prescribing and dispensing, stock and consumption records, storage conditions, expiry management and equipment availability in collaboration with pharmacy, logistics and PHCC focal points.

Networking and SRH mapping:

- Participate actively in relevant weekly or monthly coordination meetings with partner PHCCs and the MSF project team, sharing technical findings, agreed actions and follow-up status.
- Maintain an updated mapping of referral services and focal points for emergency obstetric and newborn care, specialist SRH care, mental health and other relevant services; periodically verify availability, access conditions and feedback mechanisms.

HOW TO APPLY:

If you recognize yourself in this profile, we welcome you to send your ID, CV and valid work Permission License from MOH through this link:

<https://forms.gle/jvLeGSicYbPYwD1X9>

Or scan the QR code



Only shortlisted candidates will be contacted through their email address or WhatsApp.

Closing date: 22 October 2026.

Important notes:

- Only short-listed candidates will be contacted, no applications will be accepted after the deadline.
- Incomplete applications (no cv, certificate) and sharing false information will lead to automatic disqualification.
- Female candidates are strongly encouraged to apply.
- MSF never asks for money from candidates at any stage of recruitment process. Besides, no monetary transactions, neither demands of favors in kind, nor other types of favoritism will be tolerated in the recruitment process, and they may be pursued through the judicial system.
- One month Service Agreement is Initially offered through a renewable 1-month service agreement due to administrative registration requirements. This is a temporary arrangement and should not be interpreted as the expected duration of the position.
- At MSF, our work is guided by a set of core values and principles. We invite you to learn more about them here: <https://www.msf.org/who-we-are#principles>