

Maya Midwifery International



Job Posting: Midwife Mentor

Start Date: January 1, 2021

Location: Concepción Chiquirichapa, Guatemala

Organizational Summary:

Since 1999, Maya Midwifery International (MMI) has served as an advisory and fundraising body for ACAM (Association of Midwives of the Mam Speaking Area) – a group of 40 Maya midwives in Guatemala who work together to address issues specific to indigenous midwives and the communities they serve. MMI's mission is to improve maternal and child health outcomes by helping to prepare and sustain local midwives in their communities, with a specific focus on ACAM. MMI's model is based on listening to local midwives and community members and addressing issues that go beyond just training and service delivery, but that tackle challenges in a way that holistically considers economic and community empowerment, cultural respect and support, and educational attainment together with addressing health issues.

In Guatemala, midwives have been practicing and supporting women, families and communities for thousands of years. In Maya communities, midwives are highly respected health care providers and integral members of the community. ACAM is based in the town of Concepción Chiquirichapa, close to the city of Quetzaltenango, in Guatemala. The ACAM midwives provide much of the care for their clients in their birth center in Concepción Chiquirichapa, which was built in 2003 with donations from U.S.-based midwives and supporters; it is the only medical facility in Guatemala owned and operated by indigenous midwives. They also conduct monthly mobile clinics in four surrounding rural communities. The ACAM midwives provide prenatal care and counseling, attend normal births, and provide postnatal care to mothers and their newborns, as well as nutrition counseling, family planning, and cervical cancer screening. All of the services provided are of excellent quality and very low cost for patients; for high risk pregnancies or complications, they will refer to the local hospital in Quetzaltenango, though many women refuse to go due to cost, poor quality care, or lack of female and/or culturally competent providers. The ACAM midwives speak the language of their clients (Mam) and understand their cultural practices and rich heritage, and this is integrated into the quality, culturally appropriate care that they provide.

Summary of the Position:

Maya Midwifery International seeks a dynamic, full-time Midwife Mentor experienced in midwifery and leadership, and with a deep commitment to maternal and child health, indigenous midwifery, and preserving local traditions to live and work at the ACAM birth center in Concepción Chiquirichapa, Guatemala. This full-time position involves clinical and administrative duties and involvement in all aspects of program delivery. Ideal candidates are fluent in Spanish with prior international experience with full scope CNM or CPM practice experience for at least 2 years. A one-year commitment is preferred for this position with a 6-month commitment minimally. A monthly stipend, room and board, one round trip ticket between the US and Guatemala, and travel/evacuation insurance are provided by the organization.

Primary Responsibilities:

- 1. Clinical Role:** Maintain clinical standards of care, and develop and fortify midwife competencies

Clinical Duties:

- Collaborate with midwives to write, update, and ensure dissemination of prenatal, intrapartum, postpartum, gynecologic, and family planning clinical protocols
 - Conduct periodic midwife skills evaluations and needs assessments
 - Design and implement hands-on skills and didactic curriculum and lesson plans for house and individual midwives, ranging from standard midwifery skills to advanced midwifery skills to non-clinical skills that support clinical competence and project advancement
 - Facilitate development of hands-on skills and didactic curriculum for ACAM midwives to teach community midwives
 - Collaborate with community midwives as needed to develop individual skills and facilitate access to requisite supplies
 - Facilitate development of part-time general practice physician's prenatal skills and collaboration between midwives and general practitioner
 - Facilitate development and maintenance of in-house midwife mentorship and trainee program
 - Design and teach hands-on workshops and didactic courses per above curriculum
 - Design, implement, and maintain pathways to certification for specialized skills
 - Be available to supervise and practice hands-on skills at consults and births
 - Be available for clinical emergencies 24/7 while on-site
 - Be available for individual skill practice as requested
 - Teach and facilitate proper clinical documentation and record-keeping systems
 - Teach and facilitate appropriate clinical follow-up for postpartum patients and referrals
 - Demonstrate use, maintenance, and cleaning/sterilization of equipment including but not limited to microscope, glucometer, hemoglobinometer, doppler, blood pressure cuffs, autoclave, and surgical tools
 - Maintain flexibility, cultural humility, and sensitivity to different learning levels, literacy capabilities, learning styles, experiences, and backgrounds
 - Manage on-going unpredictable clinical needs and house/midwife/patient safety as required per global and national healthcare demands
- 2. Administrative Role:** Perform in-country on-site tasks in collaboration with US MMI leadership team that strengthens the project and supports short and long-term project goals

Administrative Duties:

- Maintain regular communication with US-based MMI leadership and US board to plan and execute in-country tasks and provide periodic updates on task progress
- Attend *junta directiva* (in-country board) meetings on a regular basis, facilitate agenda, contribute perspective, observe group dynamics and attitudes, and identify individual potential for role advancement
- Serve as cultural translator between US-based and in-country boards
- Facilitate implementation of board decisions to advance project and to fulfill grant requirements

- Investigate and facilitate opportunities for collaboration and cross-discipline education with local healthcare and related political organizations, in coordination with in country administrative assistant.
- Facilitate design and recording of monthly radio program
- Facilitate, compile, and edit midwife generated statistics reports, and forward to US-based project directors for grant reporting, in coordination with in country administrative assistant
- Supervise daily midwife tasks to ensure consistency with project and grant goals
- Maintain personnel files pertaining to certification for specialized skills
- Supervise appropriate scheduling of midwives for in-house consults, mobile clinics, IVAA clinics, ultrasound clinics, new midwife orientations, and mandatory meetings and classes
- Supervise inventory management, supply distribution (for in-house and mobile clinics), and equipment maintenance
- Address equipment shortages or malfunctions in coordination with in country administrative assistant
- Participate in prospective student and volunteer interviews in coordination with in country administrative assistant and MMI administration.

Qualifications:

- CNM or CPM- Experience at least 2 years as full scope midwife (may consider less midwifery experience if possesses other health care experience prior)
- Fluent in Spanish (written and spoken)
- Some international health experience preferred
- Ultrasound skills preferred
- Minimum commitment 6 months, 1 year preferred

To apply, send CV and cover letter to:
Nicole May, CNM
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