



TANZANIAN TRAINING CENTRE FOR INTERNATIONAL HEALTH, IFAKARA

MATERNAL HEALTH CONSORTIUM

STRENGTHENING MIDWIFERY IN TANZANIA PROJECT (SMIT)

**TERMS OF REFERENCE FOR CONSULTANCY TO CONDUCT SITUATIONAL ANALYSIS ON
MIDWIFERY BRIDGING PROGRAMME**

SUMMARY

Type of Contract	Consultancy Contract
Title	Consultancy to conduct situational analysis on midwifery bridging programme
Purpose	The primary goal is to conduct a comprehensive situational analysis of the midwifery bridging programme to provide evidence-based recommendations for its successful reinstitution, ensuring alignment with national health standards and institutional capacity.
Location	Dar es salaam, Dodoma and Shinyanga
Duration	3 Months
Start date	10 August 2026
Reporting to	TTCIH Management

1.0 Background

The Ministry of Health, in collaboration with partners United Nations Population Fund (UNFPA), intends to analyze a previously conducted midwifery bridging program to train nurses who had not been trained in midwifery in comparison with the current situation, which demonstrates the existence of a midwifery competence gap among the midwifery workforce at healthcare provision facilities.

The program was conducted at some training health institutions using a formal curriculum addressing only areas of midwifery which included A3 Institute located in Pwani, Kairuki School of Nursing Dar es Salaam, Kibosho Institute of Health and Allied Sciences in Moshi, Rubya Health Training Institute Bukoba, Njombe Institute of Health and Allied Sciences in Njombe, Peramiho School of Nursing in Songea and Morogoro College of Health Sciences in Morogoro. Also, related Health facilities will be selected based on the consultant's expertise. The training was conducted in a formal health training institution registered by NACTVET. After completion, the graduates were eligible for admission to the upgrading program at the ordinary diploma level. On successful completion, they were registered as nurses and midwives. Currently, the program is not operating due to a change in the curriculum which does not fit the previously designed bridging program.

The process will engage a consultant to undertake the assessments, depending on the level of expertise needed. The consultant in collaboration with Ministry of Health (MOH), UNFPA, and Canadian Association of Midwives (CAM), will work to establish and reach the prospective healthcare facility and health training Institutions through respective sampling methods and identify as the focus of the assessments and arrange for the assessment schedule and process.

2.0 Rationale

The Ministry of Health is aiming to establish a midwifery bridging program to address the skills gap and contribute to the availability of skilled midwives in the country. Implementation of curriculum for mid-level pre-service training currently faces several challenges, such as poor infrastructure, lack of competent trainers, and insufficient clinical placement learning, which results in relatively incompetent graduates. While the Ministry continues to address pre-service challenges, it is important to address the gap for in-service midwives working in health systems. The Ministry will collaborate with UNFPA, CAM, Amref, and other partners to establish and implement a sustainable midwifery bridging program to address the skills gap and improve the quality of care in Reproductive, Maternal, Newborn, Child, and Adolescent Health (RMNCAH) services in line with Health Sector Strategic Plan (HSSP V) [1]. One Plan III and SDG in achieving Universal Health Coverage.

2.0 Objective of the Assignment

To assess the current competence gaps in midwifery practice and provide recommendations that will guide designing of the midwifery bridging programme.

2.1 Specific Objectives

- To explore the previous midwifery bridging program
- To analyze the competence gaps among midwives of different levels of education in line with competency level descriptor of curriculum and International Confederation of Midwives (ICM) standards
- To provide recommendations that will guide the development of midwifery bridging programme
- To assess the capacity and readiness of potential training institutions to host and deliver the midwifery bridging programme.
- To identify potential barriers and facilitators to the implementation and sustainability of the bridging programme.

- To facilitate stakeholder engagement to ensure local ownership and alignment with national health strategies.

3.0 Scope of Work

Under the guidance of the MoH and the technical oversight of the Midwifery Bridging Programme Task Force, the consultant(s) will have the responsibility of conducting situational analysis on the midwifery bridging programme. The consultant(s) will develop key recommendations to improve provision of care and full scope of midwifery practice which will support the design and development of a midwifery bridging programme for in-service midwives in Tanzania. The consultant(s) will develop tools, collect data through variety of research methods, analyse the data, identify gaps in various levels of midwives, and define the training needs – all of which will be provided in a report and disseminated to midwifery stakeholders. Throughout this work, the consultant(s) will collaborate closely with the Canadian Midwifery Education Partner (MEP), linked to a Canadian University (University of British Columbia) which was selected through a competitive process to develop the bridging program. During this assignment, the Canadian MEP will be responsible for bringing to the table questions and input they may need to have answered to ensure quality development of the bridging programme itself. The Canadian MEP will report to CAM and will be working remotely with an opportunity to work in person with the Tanzanian consultant(s) especially during tool development and data collection. They will work alongside each other to identify the most appropriate intervention as defined by the results of the situational analysis.

5.0 Deliverables

The assignment consists of the following five deliverables.

- 5.1 **Inception Report** which includes a workplan outlining the methodology and timeline for the assessment
- 5.2 **Interim Progress Report** summarizing the initial findings and key issues that need to be addressed.
- 5.3 **Final Midwifery Gap Analysis Report (MGAR)**. This is the final and comprehensive document that includes:
 - Executive summary of key findings and recommendations.
 - Detailed analysis of the gap identified disaggregated by Facility, location, sex and competence level descriptors as per Tanzania education framework in reference to the training curricular and existing national guidelines.
 - Clear identification and description of key gaps and opportunities for improvement

- Proposed strategies and recommendations for strengthening midwifery practices which clear identification of modular training to bridge the gap as per descriptors.
- The PowerPoint Presentation of Findings summarizing key findings and recommendations to stakeholders.

5.4 Presentation of Findings. A PowerPoint presentation summarizing key findings and recommendations, to be validated by stakeholders.

5.5 Data Collection Tools and the final manuscript of work conducted. The manuscript will be published and disseminated.

All deliverables shall be submitted in English and in editable electronic formats.

6.0 Action Plan

Purpose

To Analyze the Midwifery Bridging programme for the purpose of reinstitution among the in-service providers

Consultancy Timeline		
Inception Report	August ,2026	Consultant
Fieldwork/Data Collection	August - September, 2026	Consultant
Interim Report	September, 2026	Consultant
Final Report Submission	September, 2026	Consultant
Presentation of Findings	October , 2026	Consultant
Manuscript submission	October - November, 2026	Consultant

7.0 Duration of the Assignment

The consultancy is expected to require approximately working days over a period of 3 months from contract signing.

8.0 Required Qualifications & Experience

8.1 Professional qualifications

- Advanced degree in Midwifery, Nursing, Public Health, or Health Systems; PhD preferred, especially in Nursing and Midwifery training programs.
- Proven experience in midwifery education, maternal and newborn health or health systems strengthening.

8.2 Technical expertise

- Strong background in protocol and tool development for health assessments and programme design.
- Ability to conduct preliminary data analysis using appropriate qualitative and quantitative methods.
- Experience in competency-based education and bridging programme design.
- Familiarity with Tanzania's health sector, especially midwifery training and service delivery.

8.3 Experience

- Demonstrated involvement in similar large-scale consultancies, preferably in midwifery education.
- Experience conducting baseline assessments, policy reviews, and stakeholder consultations.

8.4 Communication and collaboration

- Excellent skills in stakeholder engagement, including government, NGOs, training institutions, and communities.
- Ability to lead focus group discussions, key informant interviews, and validation workshops.
- Strong writing and reporting skills for producing inception reports, baseline reports, and programme design documents.

8.5 Operational requirements

- Availability to travel to Dar es Salaam and Shinyanga for fieldwork.
- Capacity to obtain ethical clearance from the National Institute for Medical Research

9. Reporting and Coordination

The consultant will report directly to the Midwifery Bridging Programme Task Force for technical guidance and the TTCIH management for administrative coordination. Regular updates and meetings will be scheduled to ensure alignment with project objectives and timelines.

10. Ethical Considerations

Ethical standards must be upheld in all data collection and stakeholder engagement, including confidentiality, informed consent, and cultural sensitivity.

11. Payment Schedule

The payment will be 40% upon approval and satisfactory presentation of the inception report, then 30% upon submission of satisfactory draft report and 30% upon approval and satisfactory presentation of final report.

12. Application Requirements

Interested candidates are requested to submit:

- Technical and financial proposal
- Firm profile and relevant experience
- Curriculum vitae(s) of the consultant(s)
- Sample of similar work

All applicants should send their applications together with a detailed technical and financial proposal, Firm profile and relevant experience, Curriculum vitae(s) of the consultant(s), Sample of similar work via email addressed to the following:

**Procurement Officer,
Tanzanian Training Centre for International Health,
P. O. Box 39, Ifakara Morogoro Tanzania
Email: procurement@ttcih.ac.tz**

13. Evaluation Criteria

- Technical approach, methodology, tools, and work plan (35%): Experience in assuring quality control for data collection and data management processes. Data analysis skills using appropriate software programs.
- Relevant experience and institutional capacity (30%): Relevant experience conducting data collection for major research or quality improvement projects.
- Qualifications of consultant(s)/team (15%): Familiarity with the health sector and health terminology, particularly involving the Midwifery, Maternal and Newborn Health field. Ability to draft clear summary reports indicating key trends, findings, and statistics.
- Financial proposal (20%)

14. Role and Responsibility of the Consultant

- Review of documents on national, international midwifery standards and midwifery bridging programme
- Inception report development and presentation
- Study Protocol/Tool Development: Develop the methodology and data collection instruments.
- Field Data Collection: Conduct assessments at health training institutions and service provision sites (at all levels of service delivery).
- Stakeholder Validation: Present preliminary findings to key stakeholders for feedback.
- Data Analysis: Synthesize data to identify competency gaps and training needs.
- Report Finalization: Produce the final comprehensive report including recommendations for program reinstitution.
- Presentation of the preliminary report
- Finalize a report with findings and recommendations.

- Dissemination of the findings to key stakeholders
- Publishing situational analysis findings

TTCIH Policy and Ethics

The consultant is required to comply with TTCIH's Protection from Sexual Exploitation and Abuse (PSEA) and Code of Conduct policies during his/her tenure.

Confidentiality

All information obtained during the consultancy will be treated as confidential and used solely for the purpose of this assignment. All information gathered and produced belongs to the client (TTCIH/MoH) and cannot be disclosed without written permission.

DISCLAIMER:

TTCIH does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process. Fraudulent notices, letters or offers may be submitted to the TTCIH fraud hotline [http: info@ttcih.ac.tz](http://info@ttcih.ac.tz)

Job Posting: July 20th, 2026

Closing Date: August 4th, 2026, 11:59 PM

****Only shortlisted candidates will be contacted****