

Terms of Reference (ToR)

Consultancy Title:	Obstetric Fistula Training for Malawian Local Doctors and Nurses
Location:	Well-established and recognized Fistula Training Center
Duration:	To be specified by the consultant.
Submission Deadline	30 th August 2025 at 11:55 pm EAT
Organizational unit:	Physician Across the Continent (PAC) in collaboration with the Ministry of Health and UNFPA

1. Background

Physicians Across Continents (PAC) is an international medical humanitarian organization dedicated to providing high-quality healthcare to people affected by crises and disasters, regardless of race, religion, or ethnicity. Founded in 2003 by a passionate group of medical professionals, we aim to assist in the provision of, specialized surgical operations, quality health care, medical equipment, facilities, and services. We also aim to advance the education of medical professionals through the provision of educational programmes and in-service training.

Our work also focuses on both development and humanitarian medical assistance to improve the quality of life for those who are suffering from poor health provisions.

In the early years, PAC gained a reputation for rapid responses, particularly in humanitarian crises, sending medical teams to deliver surgical operations and emergency care to those in dire situations. This has laid the organization for its continued success in various regions.

PAC is also one of leading agencies for the global campaign to end fistula and it provides fistula repair services to the women who are suffering from these conditions.

Obstetric fistula remains a major public health issue in sub-Saharan Africa, including Malawi, where limited access to emergency obstetric care contributes to poor maternal health outcomes. PAC, in collaboration with Islamic Health Association of Malawi (IHAM), aims to build national surgical capacity by providing specialized hands-on training in obstetric fistula diagnosis, surgical repair, and postoperative care to local medical professionals.

This initiative supports PAC's broader vision to enhance women's health through sustainable, locally-driven interventions.

2. Objective of the Consultancy

To build the capacity of selected Malawian doctors and nurses in the clinical management and surgical repair of obstetric fistula through intensive, hands-on, and classroom-based training.

2.1 Specific Objectives:

- To enhance the knowledge and skills of local doctors in the diagnosis, management, and surgical repair of obstetric fistula.
- To train 3 doctors, 3 nurses (1 OT nurse, and 2 ward nurses), and 2 anaesthesia on the clinical management and surgical repair, pre-and post operative care of obstetric fistula.

3. Scope of Work

The consultant will:

1. Design and deliver a practical training curriculum covering:

- Identification and classification of obstetric fistula
- Preoperative evaluation and patient counseling
- Surgical repair techniques (simple to moderate cases)
- Postoperative care and complication management
- Reintegration and follow-up strategies

2. Conduct **hands-on surgical mentorship** in a selected health facility with real-case management

3. Provide **didactic sessions** (case studies, presentations, interactive discussions)

4. Evaluate **the skills and knowledge of participating doctors** before and after training

5. Develop and **submit a progress report during the implementation and final report** including outcomes, trainee performance, and recommendations after the completion of the training.

4. Deliverables

Deliverable	Timeline
Inception report with detailed work plan and methodology	Within 2 weeks
Training curriculum and session plan	Within 2 weeks
Pre-evaluation Test Report	Within 2 weeks
Conduct of training and surgical mentoring	Within training period
Mid-term report	After completion of half period.
Post-training evaluation & feedback report	Within 5 days post-training
Final training report indicating how many cases that each trainee conducted without supervision.	Within 10 days post-completion

5. Duration and Location

- The duration of the training will be specified by the consultant but it should not be shorter than 6 months for the doctors and longer than 1 year.
- Location: One of the designated fistula Center.
- Travel and accommodation will be organized and covered by PAC/IHAM

6. Qualifications and Experience

- Medical Doctor with specialization in Obstetrics and Gynecology (required)
- At least 10 years of experience in fistula repair surgery
- Demonstrated experience in clinical training and mentorship
- Prior work experience in sub-Saharan Africa or low-resource settings preferred
- Strong communication and reporting skills in English

7. Remuneration and Logistics

- Consultancy Fee: Competitive and commensurate with experience (paid by IHAM)
- PAC/IHAM will cover only:
 - Return air travel of the trainees

While the consultant will consider the following costs in the proposal

- Local accommodation and meals
- Ground transportation
- Necessary medical equipment or supplies for the training

8. Reporting and Supervision

The consultant will report jointly to:

- PAC Regional Coordinator
- IHAM Executive Director

Regular coordination will also be maintained with local facility leadership.

9. Application Process

Interested candidates should submit the following:

- Cover letter detailing suitability for the assignment
- Technical proposal outlining approach and methodology
- Financial proposal in USD (daily or lump-sum rate, with breakdown)
- Updated CV(s) of proposed consultant
- Samples of relevant work (strategy documents or market assessments)
- At least two professional references

- Deadline for submission:** 30th August at 11:55 pm EAT
- Email submissions to:** a.mohamed@physiciansac.org and hajjdaitoni@googlemail.com copy
- Subject line:** *Application – Obstetric Fistula Training – Malawi*

- Note:** *Applications received after the closing date will not be considered. Only shortlisted candidates will be contacted.*