

# JOB VACANCY

## Back Pack Nurse(BPN)



Job Title:	Location:	Reporting to:	Probationary Period:
Backpack Nurse (BPN)	<ol style="list-style-type: none"> <li>Kakamega</li> <li>Homa Bay</li> </ol>	Head- Pillar 1	3 months

Marie Stopes Kenya is an NGO registered in Kenya as a local implementing partner of MSI Reproductive Choices, a UK charity. We deliver quality sexual and reproductive healthcare, family planning and other women's health services to millions of the world's poorest and most vulnerable women. We want to make sure that women have a choice when it comes to having children and that death by unsafe abortion is reduced.

We are seeking to recruit Backpack Nurses (BPN) who will be reporting to the Head Pillar 1. The Backpack Nurse will train and support selected number of public sector providers in at least 2 counties (Kakamega and Homa Bay) to provide family planning and other SRH services especially long-acting reversible contraception (LARCs) and PAC, enabling adolescents and women to have easy access to wider contraceptive choices of high-quality family planning services. The backpack Nurse will support in facility management, assurance of client safety and satisfaction, demand creation, data reporting as well as stakeholder engagement within his/her location of operations. Successful contribution to CYPs achievement by the MSL occurs when the public sector health providers supported are ably providing quality PAC and FP. The BPN plays a critical role in supporting advocacy and county engagement efforts on behalf of MSK

The primary responsibility of this role is to further our Goal: **THE PREVENTION OF UNWANTED BIRTHS** and its mission of ensuring the individual's right to: **CHILDREN BY CHOICE NOT CHANCE**

The post holder commits to and is held accountable to Marie Stopes International global core values:

Mission Driven	Client centered	Accountable	Courageous	Resilience	Inclusive
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Key Responsibilities	KPIs
<p><b>The position has the following key responsibilities.</b></p> <ol style="list-style-type: none"> <li>Knowledge revolution towards reduction of 15-24 years adolescent and youths vulnerability through linkage with social economic strengthening processes; - through economic skills development, entrepreneurial skills and linkage with educational and internship placements.</li> <li>Collaborative approach with Girl's empowerment programs towards efficient service delivery reaching for Adolescents and under-served communities for high impact.</li> <li>Knowledge revolution to MOH staff towards capacity development on quality service delivery and skills continuity. Competency assessment on continuous.</li> <li>Excellent and effective planning, operations of MS Ladies sites to agreed clinical quality standards, inclusive and responsive to difference based on gender, age and people with disabilities and high impact clients.</li> <li>A continuous and well-planned service delivery where resources are managed prudently, stocks are maintained at efficient levels and onward growth is enabled.</li> <li>Data collection that enables contract obligations to be met, improvements to be made and successes to be shared.</li> <li>Defining and realization of opportunities for sustainability beyond the period of funded work</li> </ol>	<ul style="list-style-type: none"> <li># clients undertaken entrepreneurial skills and continuity with FP Service</li> <li># MOH staffs trained/Competency assessment on LARCS, PAC, MEM and MSIP.</li> <li>QTA score of &gt;90% on supported sites.</li> <li>PAC services delivery</li> <li>BTL Referral Linkages</li> <li>LARC Service numbers</li> <li>PAC/CYPs/target</li> <li>Cost per CYP/target.</li> <li>Expenditure/budget accuracy.</li> <li>Progress reports</li> </ul>
<p><b>Knowledge revolution towards reduction of 15-24 years adolescent and youths' vulnerability through linkage with social economic strengthening processes; - through economic skills development, entrepreneurial skills, and linkage with educational and internship placements</b></p>	<ul style="list-style-type: none"> <li># of Business/entrepreneurial skills sessions done.</li> </ul>

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<ul style="list-style-type: none"> <li>• Develop an ecosystem of partner organizations that lead in youth employment and entrepreneurship.</li> <li>• Improve the socio-economic status of the targeted out-of-school adolescent girls and young women by providing them with potential pathways to improved socio-economic statuses namely: <b>Education, Economic skills building (business and entrepreneurship)</b></li> <li>• Train the girl groups in savings and lending internal communities (SILC) to pull their resources together for a common good and link them to microfinance institutions.</li> </ul> <p><b>Knowledge revolution to MOH staff towards capacity development on quality service delivery and skills continuity. Competency assessment on continuous Activities</b></p> <ul style="list-style-type: none"> <li>• Skills development through mentorship and OJT of MOH Providers on PAC, LARCS, MEM, IP and PAC and GBV</li> <li>• Conduct whole site orientations to all supporting sites.</li> <li>• Competency assessment of MOH providers using MOH and MSI Structured approach.</li> <li>• Engaging CDH, CRHC, S/CRHC through Advocacy towards adaptation of MOH and when not available use MSI Guidelines during service delivery.</li> <li>• Regular updates to MOH staffs during CMEs on biweekly basis</li> </ul>	<p># Business case developed and lined to leading institution. # girls empowerment organization linked.</p> <p>Filled competency assessments forms, Uploaded in database. Attendance reports Sign offs – Minutes, Circulars from MOH/CRHC Whole site sessions completion</p>
<p><b>Excellent and effective planning, operations of MS Ladies sites to agreed clinical quality standards, inclusive and responsive to difference based on gender, age and people with disabilities and high impact clients.</b></p> <p><b>Activities include:</b></p> <ul style="list-style-type: none"> <li>• Clear monthly adolescent's focused activity plans.</li> <li>• Monthly self-assessments-on data spot checks, Client record Audit, Action plan and linkage with area MDT representative.</li> <li>• Close analysis of Impact on client users and actions taken to increase LARCS in supported facilities.</li> <li>• Accurate and proper method specific counselling information is passed to clients.</li> <li>• Participate in planned promotional activities including educational and awareness-raising events with clients, community members and other stakeholders.</li> <li>• Work closely with county research team for collaboration with MSK E2A Team in collection and actioning of client feedback, Client Exit interviews (CEI) in collaboration with E2A and call Centre</li> </ul>	<p>Monthly activity plans.</p> <p>Self-assessment/month</p> <p>Service users' analysis-Switchers +Adopters</p> <p>Client feedback, CEI Results</p>
<p><b>Collaborative approach with Girl's empowerment programmes towards efficient service delivery reaching for Adolescents and under-served communities for high impact</b></p> <p><b>Activities include:</b></p> <ul style="list-style-type: none"> <li>• Integration and interface with other collaborative partners on girls' empowerments' channels for complementary service delivery.</li> <li>• Structured approach with community Health Promoters (CHPs), facility in-charges and CHEWS/CHAS for enhanced productivity.</li> <li>• Mentoring MOH service providers and linking with MDT Team for competency assessment and continuous support in service delivery during consecutive service delivery</li> </ul>	<p>Partners mapping list CYPs/target Referrals and Synergy Complementary CHPs activities UHC implementation plans</p>
<p><b>A continuous and well-planned service delivery where resources are managed prudently, stocks are maintained at efficient levels and onward growth is enabled.</b></p> <p><b>Activities include:</b></p> <ul style="list-style-type: none"> <li>• Financial management effectively with well thought route plans to enables continuous delivery of agreed plans on available budget.</li> <li>• Sharing monthly schedule with demand generation team for support.</li> </ul>	<p>Expenditure/budget accuracy Reduced Cost per CYP Monthly workplans</p>

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<ul style="list-style-type: none"> <li>Support fully Stock management plans at supported sites with 2-month buffer stock and no client is turned away due to stock out.</li> <li>Support in minimizing Vehicle maintenance cost.</li> <li>Ensure good time keeping is maintained during service delivery</li> </ul>	Stock status at supported sites Vehicle records
<p><b>Data collection that enables contract obligations to be met, improvements to be made and successes to be shared.</b></p> <p><b>Activities include:</b></p> <ul style="list-style-type: none"> <li>Monthly reports entry to HMIS and track performance</li> <li>Data entered on time into relevant HMIS.</li> <li>Data for donor reports collected routinely.</li> <li>Success stories prepared and shared for learning and publicity.</li> <li>Time taken to review and learn- share with Counties on monthly basis.</li> <li>Ensure Proper record keeping of client's data and consent forms</li> </ul>	Data Accuracy and Timely Commodity management report # success stories documented and shared. # Spot Checks conducted

### Knowledge, Skills, and Attitudes

#### Qualifications:

- Degree or Diploma in Nursing/Clinical medicine, with Valid practicing licence
- Business and Entrepreneur Skills will be added advantage.
- Clinical training skills and support supervision Skills preferable
- Experience working in SRH NGO.
- Valid driving license and ready for travel >75% of time.

#### Skills/Experience:

- Ready and willingness to engage with MOH Protocols and teams.
- Proven experience in Family Planning services and outreach activities
- Demonstrated Training and mentorship skills.
- Customer focussed service delivery skills.
- IT literacy confident using MS Office
- Excellent people skills and drive to succeed.
- Working under minimal support.

#### Attitude / Motivation:

Successful performance at MSK is not simply defined in terms of 'what' people achieve, but equally is about 'how' people go about their jobs and the impact that they have on others. There are 13 key behaviours that MSI encourages in all employees, and they are defined below:

- Initiative**  
Thinking and taking action to make the most of opportunities by finding the optimum solution
- Innovative**  
Thinking creatively and outside of the box so that ideas generated create a positive outcome
- Effective Communication**  
Communicating through active listening and good questioning techniques, using appropriate body language, ensuring information is clear and concise. Demonstrating diplomacy and maintaining confidentiality.
- Responsive**  
Being responsive to changing priorities and demands
- Working Efficiently**  
Planning, prioritising, and organising work to ensure work is accurate and deadlines are met
- Sharing Information**  
Sharing information and knowledge whilst maintaining confidentiality

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- **Focus on Learning**  
Taking responsibility for keeping knowledge and skills updated and for seeking opportunities to develop further
- **Commitment**  
Awareness and understanding of MSK's goals, vision and values and how your role impacts on this and going the extra mile to meet role requirements
- **Driven**  
Drive and determination to deliver results
- **Accountable**  
Taking responsibility for appropriate decisions that you make, and the actions and behaviour you demonstrate. Demonstrating integrity in all aspects of your work including financial integrity.
- **Embracing Change**  
Openness to embracing change within the organisation and being able to adjust plans/activities accordingly
- **Motivated**  
Motivation towards achieving quality results to maximise potential
- **Team Player**  
Working as part of a team by being supportive, flexible and showing respect for each other

### How To Apply

**Suitable and qualified internal and external candidates** should email **one document combining an application letter and CV** to [pd@mariestopes.or.ke](mailto:pd@mariestopes.or.ke) on or before **30<sup>th</sup> April 2024**. The subject of the email should read **Backpack Nurse**. The applications shall be reviewed on a rolling basis. **Do not attach** certificates and testimonials. Marie Stopes Kenya is an equal opportunity employer and does not ask for fees at any stage of the recruitment process. Successful candidates must abide by MSI's Antifraud & Bribery Policy and Safeguarding Policy, including protection of children and vulnerable adults.