

JOB ADVERTISEMENT

MIDWIFE NURSE

Job Title	Midwife Nurse (2 Positions)	Probation Period	3 Months
Location	Eastleigh Nursing Home (Nairobi)	No. of Direct Reports	
Reporting to	Centre Manager	Budget Responsibilities (Y/N)	

MSI Reproductive Choices 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 Midwife nurse who will be reporting to the Centre Manager and supporting Matron, s/he will play an important part in effective clinical teamwork and be responsible for high quality frontline service delivery to our clients. The job holder will ensure that all clients are treated with compassion, dignity and respect placing value on the diversity of the local community and beyond. She will promote best practice in the prevention of infection through ensuring a clean and safe environment for motherhood.

The mid-wife key responsibility is to ensure provision of delivery services, nursing care and treatment for all clients at our MSIK CEmONC Hospital, documenting all care activities provided to clients, maintain confidentiality of patients' records and maintain care of all commodities within the facility. Additionally, S/he will participate in patient referral where needed.

It is the responsibility of this role is to further our goal of **MAKING CHOICE POSSIBLE** for every Kenyan.

The post holder commits to and is held accountable to MSI Reproductive Choices global core values:

Mission-driven	Client-centered	Accountable	Courageous	Resilience	Inclusive
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Key Responsibilities

Support the Matron and/or Centre manager in running of the facility – inpatient department

- Maternity/In-patient activities
 - Conduct normal deliveries and assess clients at all stages of delivery. Makes recommendations for caesarean section
 - Ensure the emergency tray is up to date and the daily checklist is duly filled and any replenishments done immediately
 - Ensure all patient records are duly filled in the electronic health record and necessary receipts issued
 - Ensure a daily hand-over of ward/in-patient clients has taken place and the report is handed over to the Hospital Manager on a daily basis
- Undertake root cause analysis of incidences and develop action plans, ensuring that this leads to change in practice
- Establish and maintain effective communication with clients, relatives and team members to contribute to the active resolution of potentially complex situations, complaints and issues

Efficient and effective service delivery of the full range of MSI Kenya

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- Ensure the implementation and continuity of antenatal and postnatal care, family planning, emergency obstetrical and neonatal care in accordance with MoH Reproductive Care Package of Activities and reinforce the implementation of standardized protocols.
- Properly follow up of all newborn babies from delivery until discharge, informing mothers and relatives about importance of breast feeding, vaccination and possible complications resulting from harmful traditional practices.
- Ensure hygiene and sterilization criteria are met according to standard specifications.
- Guarantee a regular and ongoing supply of drugs and equipment required for maternity activities (including monitoring/consumption control/ordering)
- Ensure that administrative procedures of admissions and hospitalizations comply with the MoH/MSI protocols, as well as verify patients are properly informed and receive the documents required.
- Participate in the organization of the ward in collaboration with other midwives and the maternity ward supervisor.
- Ensure transfer of relevant information to the next shift team.
- Provide nursing care and management at the MCH clinics.
- Perform physical examination on mothers, monitor labor and conduct deliveries.
- Request necessary lab tests for the patients.
- Identification and management of obstetric emergencies
- Monitoring mothers in labor and maintaining a partograph.
- Perform minor procedures on patients as required such as urinary catheterization, suturing of small tears, lacerations and episiotomies.
- Do ward rounds with the head nurse and ensure all treatment is administered to patients.
- Adhere to infection prevention and control guidelines and practices.
- Participate in individual professional development activities.
- Any other duties as assigned by the centre manager or Matron.
- Planning patient care guided by the nursing process as per the patient needs
- Providing maternal and child health services such as delivery and postnatal care for both normal and caesarian section deliveries
- Immunization according to KEPI
- Managing maternal emergencies and prompt resuscitation, assess the feasibility for referral of pregnant women for medical evacuation and/or complicated delivery.
- Conduct follow up and report all complications in writing within or before the end of current duty

Management and accurate documentation of all services rendered

- Maintain accurate client records on the Electronic Health Record (EHR)
- Ensure all client information is kept confidential at all times and stored appropriately
- Collate all activity data in an accurate and timely manner for internal and external reporting purposes
- Analyse activity trends and ensure performance targets are achieved, pro-actively identifying and implementing opportunities for improvements
- Assist in the collection of client feedback data
- Refer clients promptly when needed

Effective participation and support of the centre team both in quality assurance and promotional activities

- Offer quality services including the full spectrum of MSI Kenya
 - Ensure proper use of medical equipment and supplies and notifies Hospital Manager of repairs, maintenance or replacements of equipment and instruments
 - Report all major and minor incidents within 24 hours
 - Actively promote the work of the centre in order to generate demand for the services, e.g. educational and awareness-raising events
 - Positively promote MSI Kenya as a leading, quality provider of reproductive & sexual health services
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JOB ADVERTISEMENT MIDWIFE NURSE

Knowledge, skills and attitudes

Qualifications:

- KRCHN /KRN/BSN
- Must have higher Diploma in KRM - registered & current license with the Nursing Council of Kenya.
- Minimum of 2 years working experience in Midwifery
- Certificate in CEmONC training and/or NRP (Neonatal Resuscitation Program) **is mandatory.**
- Current BLS/PALS (Paediatric Advanced Life Support) certificate a plus
- Practising knowledge of Sexual Reproductive Health an advantage

Skills:

- Proven clinical experience and demonstrable commitment to learn and develop skills
- Up-to-date knowledge of Neonatal Resuscitation equipment, such as a ventilator, incubator.
- Ability to lift and carry up to 50 lbs.
- High regard for confidentiality and demonstrable integrity
- Excellent communicator – both written and spoken
- Commitment to excellent client care and the delivery of client-focused services.
- High level of attention to detail
- High level of professionalism and management of clients
- Team player who accepts constructive criticism and is comfortable with giving constructive criticism.
- Ability to remain calm under pressure
- Ability to work flexibly to meet service needs

Behaviours and Values:

Successful performance at MSIK 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.

Work as One MSI	You contribute, use, and share accurate data and evidence to improve understanding, insight and decision-making across MSI, enabling us to maximize our ability to influence others. You share relevant knowledge, expertise and resources to strengthen teamwork and prevent duplication of effort. You actively work as part of a team, providing support and flexibility to colleagues, demonstrating fairness, understanding and respect for all people and cultures.
Show courage, authenticity and integrity	You hold yourself accountable for the decisions you make and the behaviors you demonstrate. You are courageous in challenging others and taking appropriate managed risks.
Develop and grow	You seek feedback to enable greater self-awareness and provide the same to others in a way which inspires them to be even more effective. You manage your career development including keeping your knowledge and skills up to date.
Deliver excellence, always	You strive to consistently meet and exceed expectations, putting clients at the centre of everything, and implement smarter, more efficient ways of performing your role. You build and maintain effective long-term working relationships with all stakeholders, and are a true MSI ambassador.

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Leadership

You inspire individuals and teams, through situational leadership, providing clear direction.

You seek and provide opportunities which motivate team members, helping to develop skills and potential whilst strengthening our talent and succession pipeline.

You are aware of emerging developments in our sector, demonstrating strategic insight about our clients and business and encourage this in your team.

You articulate a vision of the future which inspires and excites others.

How To Apply

Suitable and qualified internal and external candidates should fill in their details via: <https://hcm.mariestopes.or.ke/hcm/recruitment.jsp?view=1:0> on or before **3rd October 2025**. The applications shall be reviewed on a rolling basis. **Do not attach** certificates and testimonials.

MSI reproductive Choices 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.