



NURSES AND MIDWIVES COUNCIL OF MALAWI

LOCAL CONSULTANCY

EXPERT CONSULTANT WANTED: DEVELOPMENT OF BACHELOR OF SCIENCE IN NEONATAL NURSING UPGRADING SYLLABUS

The **Nurses and Midwives Council of Malawi (NMCM)** invites applications from suitably qualified and experienced **Malawian nurse/midwife consultant(s)** to support the development and validation of Bachelor of Science in Neonatal Nursing upgrading Syllabus in line with current professional practice and education standards.

1.0 INTRODUCTION

Nurses and Midwives Council of Malawi (NMCM) is a non-profit making organization that regulates nursing and midwifery education, training, practice and professional conduct of nurses and midwives (Nurses and Midwives Act Number 16 of 1995: Cap 36:02).

The NMCM is mandated by Part IV of the Nurses and Midwives Act Section 12 sub sections (b) (c) and (d) to approve nursing and midwifery education and training institutions and programmes in accordance with the prescribed standards and support the education and training of nurses and midwives in Malawi.

The Council supports the education and training of nurses and midwives through development of syllabi for different nursing and midwifery programmes. The Syllabi act as blue prints or frameworks for the Nursing and Midwifery training institutions in curricula development. The syllabi prescribe the minimum nursing and midwifery education requirements for training in order to produce competent nurses or midwives for the safety of the public.

2.0 PROBLEM STATEMENT

Malawi continues to face high neonatal mortality, with 19 deaths per 1,000 live births (MOH,2023), largely due to a critical shortage of specialized neonatal nurses. Currently, most of the frontline neonatal care in district and central hospitals is provided by Nurse Midwife Technicians (NMTs) with limited specialized training in neonatal care. There is an urgent need to develop a competency-based, context-

relevant Bachelor of Science in Neonatal Nursing Upgrading syllabus that will provide a clear academic and professional progression for NMTs, equip them with specialized neonatal care competencies and ultimately improve the quality of neonatal care and survival rates in Malawi.

3.0 PURPOSE OF THE CONSULTANCY

The Council is seeking the services of an experienced **nurse/midwife consultant** to guide and facilitate the development of **Bachelor of Science in Neonatal Nursing Upgrading Programme**

4.0 SCOPE OF WORK

- The Consultant will work closely with the NMCM Secretariat and relevant stakeholders throughout the development and validation process.
- The consultant shall guide the development process.

Task 1: Facilitate Literature review

- Review the existing document (Content mapping).
- Compare the content with current practice and trends in literature.
- Identify areas to be incorporated in the syllabus.
- Identify content and competencies for the syllabus.
- Organizing and develop the draft document.
- Compile report for the first task.

Task 2: Facilitate Validation of the compiled draft syllabus.

- Facilitate verification and validation of the drafted syllabus
- Engage relevant stakeholders, including nursing and midwifery educators, practitioners, regulatory stakeholders and other appropriate experts.
- Facilitate validation meetings/workshops.
- Incorporate stakeholder feedback and recommendations.
- Organize and produce the final developed draft.
- Compile a report on validation process.

Task 3: Presentation of the document to the Council for Approval

- Prepare the document for review and approval by the Examination and Education Standing Committee of the Council.
- Consolidate the comments and corrections from the Committee before presentation to the board for approval.
- Prepare the final draft for presentation to the **NMCM Board for approval.**
- Incorporate final Board-approved amendments and prepare the syllabus for printing and implementation

5.0 DELIVERABLES

1. Inception meeting with NMCM to present the plan of activities for the development process.
2. Detailed work plan with timelines, person responsible and expected outputs.
3. Outline of content for the syllabus
4. First draft of syllabi after development meeting.
5. Minutes/Reports of meeting(s) and workshops with NMCM and stakeholders.
6. Validation meeting with NMCM and stakeholders.
7. Second draft of the syllabi after validation meeting to be presented to the Committee.
8. Third draft of syllabus to be presented to the Board for approval.
9. Final syllabus document for printing.

6.0 TIMEFRAME

9th November 2026 to 18th December 2026 (30 working days) for meetings/workshops; drafting documents, compilation of reports and final deliverables.

7.0 QUALIFICATIONS AND EXPERIENCE

1. Be a **Malawian nurse and/or midwife** with current license.
2. Hold at least an advanced nurse/midwife qualification (**Masters or PhD**) with first degree of nursing/and midwifery and or Neonate.
3. Minimum of five (5) years clinical experience at professional level and or in Newborn care.
4. Minimum of five (5) years teaching experience for neonatal nursing or midwifery.
5. Have strong facilitation, stakeholder engagement, report-writing and communication skills.
6. Experience in nursing and midwifery education and previous competency-based syllabus/curriculum review assignments will be an added advantage.

8.0 APPLICATION REQUIREMENTS

Interested and suitably qualified candidates should submit:

- An application letter expressing interest in the consultancy;
- An updated Curriculum Vitae, including details of relevant consultancy and syllabus/curriculum review experience;
- Copies of relevant academic and professional certificates;

- A brief technical proposal outlining the proposed approach and methodology for undertaking the assignment;
- A proposed work plan indicating key activities and timelines;
- At least three professional referees; and
- A financial proposal indicating the proposed consultancy fees and any other applicable costs.

9.0. HOW TO APPLY

Applications should be clearly marked:

“APPLICATION FOR CONSULTANCY TO DEVELOP BACHELOR OF SCIENCE IN NEONATAL NURSING SYLLABUS”

and submitted to:

**THE ACTING REGISTRAR/ CHIEF EXECUTIVE OFFICER
Nurses and Midwives Council of Malawi**

through email: nmcm@nmcm.org.mw

CLOSING DATE: 28th October 2026

Only shortlisted candidates will be contacted.