



**MIDWIVES ASSOCIATION
of BRITISH COLUMBIA**

**Midwives Association of BC
Professional Practice Advisor
Part Time Contract Position**

Background:

About the Midwives Association of BC (MABC)

The Midwives Association of British Columbia (MABC) is the professional organization representing Registered Midwives in BC. The MABC is a member of both the International Confederation of Midwives and the Canadian Association of Midwives. The MABC advocates for the ongoing development, enhancement and promotion of midwifery services in BC. Midwifery is regulated by the College of Midwives of BC (CMBC) according to the Midwives Regulation (BC 1995), the Health Professions Act and the CMBC Bylaws.

In response to barriers faced by midwives seeking hospital privileges throughout British Columbia the MABC is seeking to fill a part time contract position for a Professional Practice Advisor.

Professional Practice Advisor: Job Description

\$20,000-\$27,000 annually + allowable expenses & professional development

8 hours a week

Start date: no later than February 1, 2017

Application deadline is January 1, 2017

Direct your cover letter and CV and any inquiries to ceo@bcmidwives.com

The MABC seeks a Professional Practice Advisor (PPA). The responsibility of the PPA is to provide advocacy and assistance to practicing midwives experiencing barriers with professional integration. The PPA will develop and maintain systems and programs to assist midwives in their day-to-day professional functioning. This new MABC contract position will report directly to the MABC Chief Executive Officer (CEO) and receive administrative support to achieve the strategic goals of the MABC through consultation with the MABC President, Board and Professional Practice Committee. This position will be awarded as an independent 1-3 year contract of \$20,000-\$27,000 per annum, renewal subject to annual review by the CEO and the Board of Directors. The PPA will develop



strong relationships with various stakeholder groups to provide professional input and advocacy for various midwifery professional practice issues, with a focus on education, integration and representation.

The successful candidate will have **demonstrated experience integrating and advocating for a the profession in a variety of settings. Experience as a registered midwife, with established relationships within the maternity care system in BC is considered an asset. Experience with related advocacy work will be considered equally. The ideal candidate will have previous experience identifying, developing, and maintaining relationships with a variety of stakeholder groups.**

The successful candidate will possess:

- Thorough understanding of the barriers and successes of professional integration and practice for midwives in British Columbia;
- Concrete understanding of hospital governance structures and the medical staff privileging process;
- Strong desire and passion for the continued growth and success of midwifery within a larger maternity care system in British Columbia;
- Ability to critically appraise data and demographic information;
- Ability to recognize and address a conflict of interest;
- Leadership skills and advocacy experience;
- Communication skills certification or training; or exemplary written and verbal communications skills;
- Excellent interpersonal skills, including maturity, diplomacy, and the ability to create and maintain positive and professional relationships;
- Strategic thinking skills, an ability to follow through and prioritize multiple initiatives;
- Ability to manage multiple tasks, deadlines and demands with proficiency;
- Ability to work independently on solo initiatives as well as in a team environment;
- Administrative skills and/or project management experience, and proficiency with computer programs and online technologies.



Deliverables:

Although year one deliverables will focus on the development of systems and processes, it is expected that this position will progress to a significant amount of relationship formation, engagement with stakeholders, and visioning by year two. It is believed that new systems will work most effectively when there is an equally strong focus on relationship-building and maintenance. It is anticipated that year three deliverables will be a continuation of the work initiated in years one and two.

Deliverables- Year One:

- Leads the initial development of resources, toolkits and systems to support midwives with hospital integration, clinical collaboration, mentorship, midwifery service set-up and maintenance; and identifies priorities based on previous work done by PAWG.
- Develops formal communication and/or reporting strategies between BC midwives experiencing adversity within the realm of professional practice and the PPA/MABC, in order to provide guidance and access to appropriate resources.
- Advocates for, and develops process for, midwives' access to mediation or legal counsel for hospital appeals process, privilege barriers, libel, defamation and slander, as indicated.
- Works with the MABC Director of Programs and Policies to develop policy for Universal Mediation Fund (UMF) and develops system for monitoring the UMF use by members.
- Develops Terms of Reference and framework for a Professional Practice Committee and recruits and supports the integration and professional development of new regional representatives as committee members by March 31, 2017.
- Stays current with clinical and professional trends, through reading of appropriate literature, attending conferences, skills upgrading and relevant education.
- Provides strategic advice to Chief Executive Officer, Director of Programs and Policy, President and Board of Directors with regards to key current professional practice issues.
- Represents the MABC on provincial privileging initiatives, as required.
- Develops a work plan annually for projects, timelines and reporting.



Deliverables- Year Two:

- Maintains and continues to develop and create processes, resources, toolkits and systems as identified and prioritized in Year One, related to hospital integration, clinical collaboration, mentorship, midwifery service set-up and maintenance.
- Chairs PPC committee and supports regional representatives in advocacy and service integration work.
 - Collects information from regional representatives, and regional stakeholders, in order to address and resolve specific barriers to professional integration, clinical practice, and hospital privileging.
 - Meets monthly and annual requirements of Chair for Professional Practice Committee.
 - Prepares annual budget for Board approval as defined in the MABC Committee and Working Group Budgeting Policy.
- Liaises regularly with key midwifery stakeholder groups and advocates for initiatives that support fair and transparent midwifery integration, privileging processes and human resource planning.
- Works with the MABC Director of Programs and Policy to identify communities in need of midwifery services, and conducts, and/or supports, midwifery service needs assessment or pilot projects; and co-develops plans for integration and evaluation in collaboration with stakeholders such as midwives, hospitals, Health Authorities and communities.
- Monitors, analyzes and documents ongoing privileging issues in BC and provides annual report to CEO and MABC Board of Directors.
- Provides strategic advice to CEO, President and Board of Directors with regards to key current professional practice issues.
- Represents midwifery at provincial professional conferences and events to build and develop relationships; on approval of the CEO.
- Stays current with clinical and professional trends, through reading of appropriate literature, attending conferences, skills upgrading and relevant education.
- Develops a work plan annually for projects, timelines and reporting.

