

Would you like to be a Canadian midwifery leader?

Are you looking to make a difference in the midwifery profession?

## CALL FOR NOMINATIONS FOR CAM EXECUTIVE POSITIONS

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The Canadian Association of Midwives (CAM) welcomes your nominations (and/or YOUR candidature) for the executive position of **President-Elect; President** to be appointed by the CAM Board at the upcoming Board meeting on June 9<sup>th</sup>, 2022.

The President Elect term will begin following CAM's Annual General Meeting (AGM) on Wednesday, June 15<sup>th</sup>, 2022.

Please find enclosed a description of the roles, responsibilities, and terms of office as well as the appropriate nomination forms.

### What this Opportunity Means

CAM is a rapidly growing organization with an increasing profile as the national and international voice for Canadian midwives. Being on the CAM Executive means having a very significant role in leading and advocating for the profession of midwifery. You (or the person you nominate) will be directly involved in the discussions, decisions and policies that shape the current and future directions of midwifery across the country.

Working with CAM in an executive role offers a tremendous opportunity to represent your profession at the national and international level, to promote the principles and interests of midwifery, weigh in on the major issues facing reproductive and newborn care, and influence governments, other health professions and the public. Strong, inspiring CAM leadership is a key part of the growth and development of midwifery in Canada.

If you are interested in a CAM Executive position and feel that you have the skills and abilities for this vital role - or if you know someone else who does - please give it your consideration.

It's exciting, dynamic, and extremely worthwhile work to be a member of the CAM Executive and Board of Directors. We welcome your nominations!

## Call for Nominations for President-Elect

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Position Title: President-Elect; President

Term: One (1) year plus two (2) years

June 2022 to June 2023 (President-Elect)

June 2023 to June 2025 (President)

The President-Elect of the Canadian Association of Midwives (CAM) serves on the Executive Committee and works closely with the CAM President, Board of Directors, Executive Director, and CAM team for one year to prepare for and make a smooth transition to the role of President. The term as President (following the year as President-Elect) is two years, non-renewable.

### Position Purpose

The Canadian Association of Midwives (CAM) is the national professional association representing midwives and the profession of midwifery in Canada. The CAM Board of Directors focuses on high-level, strategic discussion and direction setting to achieve CAM's ultimate impact of *equitable access to excellent sexual, reproductive, and newborn midwifery services for everyone*. Our focus: advocacy, midwifery association strengthening and promoting excellence in clinical care.

Board members are expected to have a good understanding of and stay informed of successes and challenges facing the profession of midwifery across Canada and of the role CAM plays in strengthening midwifery globally.

CAM Board members, including Executive members, are advocates for CAM and as such must demonstrate a commitment to approaching CAM's work through a national, strategic lens while exemplifying CAM's core values of *equity, integrity, responsibility, and respect*. Directors are committed to ensuring all discussions and decisions are guided by CAM's organizational values and carefully consider the implications for midwifery nationally and in some cases, for midwifery globally.

In addition, Board members have a fiduciary and legal responsibility to CAM. The Board of Directors is responsible for making prudent, educated, and independent decisions that contribute to CAM's strategic objectives. The Board oversees the affairs of the organization, and ensures it has adequate and well-managed resources for operations.

### Responsibilities of the President-Elect and President Roles

The President-Elect's role is to provide a back up to the President, and to become familiar with the responsibilities of the presidency and the functions of CAM. The President-Elect shall perform the duties of the President in the absence or incapacity of the President and shall serve as President during the remainder of the term should the office of President become vacant. At the end of a one-year term, the President-Elect automatically becomes President of CAM.

The President chairs all meetings of the Board and the Executive Committee, acts as a liaison between the Board and the Executive Director to help ensure the Board's directives and resolutions are carried out,

acts as primary midwife expert and spokesperson of the organization, and exercises and performs such other powers and duties as may be from time to time prescribed by the Board.

*The President is responsible for the following:*

- Chair Board and Executive meetings, Annual General Meetings and Board Intensives, and setting meeting agendas in collaboration with the Executive Director.
- Report regularly to the Board and provide a complete annual report to the CAM membership.
- Ensure that the Board of Directors fulfill their responsibilities and are accountable for the performance of the Board.
- Foster a culture of inquiry amongst the Board and utilize facilitation techniques to support equitable participation in dialogue and consensus building.
- Foster positive, collaborative and respectful relationships with members, stakeholders, and partner organizations.
- Champion the intended impact and values of the organization through alignment of personal values and behaviour.
- Work in close collaboration with the Executive Director to support the achievement of CAM priorities as outlined in the strategic objectives.
- Act as the primary midwife spokesperson for major announcements, with governments, other health professions and organizations, and the media.
- Interface with government and other major stakeholder groups in collaboration with the Executive Director.
- Provide midwifery context to policy or briefing documents and ensure a midwifery perspective is reflected in important external communications.
- Monitor issues and initiatives of importance to midwifery nationally and recommend appropriate options and solutions.
- Represent CAM on the ICM Council in collaboration with a NACM co-Chair.
- Provide support and guidance to the Executive Director on strategic matters.
- Oversee the performance review process for the Executive Director.
- Serve as ex-officio on all Board committees.
- Orient the President Elect to their upcoming role as President, in collaboration with the Executive Director.

## Qualifications for Board Members

*Board members are expected to have the following skills and attributes:*

- Understand the roles of governments (federal, provincial/territorial) in the provision of health care services and education.
- Support the vision of both CAM and NACM as autonomously governed organizations and supports the principles of the NACM-CAM partnership.
- Commitment to CAM's organizational values and to our intersectional feminist, anti-oppression, anti-racism, and decolonization work.
- Understand the importance of diversifying the CAM Board of Directors to best represent the members.

- Able to support our intended impact, values, and theory of change.
- Able to ensure the budget is aligned with CAM's intended impact, values, and theory of change.
- Able to provide oversight on financial, legal, and regulatory matters.

## Qualifications for the President Role

- Experience, diplomacy, and confidence in communicating with governments, national stakeholder groups, the media, and the public.
- Effective leadership, organizational, and communication skills.
- A commitment to the mandate and purposes of CAM and of the National Aboriginal Council of Midwives (NACM).
- Experience in a similar or related role with a provincial/territorial, or national organization.
- Politically astute and well versed in midwifery and national reproductive care issues.
- Understanding of federal, provincial, and territorial health care policy issues and how they relate to the profession of midwifery in Canada.
- Knowledge of the ways in which intersecting oppressions drive inequalities in health outcomes and how this relates to the profession of midwifery in Canada and internationally.
- Bilingualism (English/French) is a strong asset.

## Requirements for the President Role

- A member in good standing with CAM for at least five (5) years.
- Experience serving as a Director on the Board of CAM for at least one year or at least one full two-year term on the Board of Directors of a member association.
- Equipped with a computer, laptop or tablet, reliable internet, and mobile phone.
- Ability to travel domestically and internationally as needed.

## Time Commitment & Stipend

The President's role represents a half time position (approximately 20 hours per week). Practicing or working midwives are expected to cut down their work hours to half time. This may represent a 50% reduction in courses of care (from 40 to 20 per year) or a half time reduction to an employee position.

To compensate for the reduction in working hours in clinical practice, the President is offered a stipend of \$60,000 per year.

In addition to attending stakeholder meetings as needed, the President is expected to attend the following videoconference meetings:

- Weekly meetings with the Executive Director (or as needed)
- Chair an estimated six (6) Board meetings and six (6) Executive meetings annually
- Attend and sometimes chair bi-annual meetings with the leadership of the National Aboriginal Council of Midwives
- Attend and sometimes chair bi-annual meetings with the leadership of the National Midwifery Organizations (Canadian Midwifery Regulators Council, Canadian Association of Midwifery Educators, National Aboriginal Council of Midwives, Canadian Association of Midwives, Student Midwives Association of Canada)

The President is also expected to attend the following in-person or virtual meetings and conferences:

- Annual 2 ½ day Board Intensive in the Fall
- CAM Conference (3 days)
- CAM Annual General Meeting
- ICM Triennial Council meetings and Congress, and other relevant national or international conferences
- Attend approximately two to four annual meetings in Ottawa.

## Availability

The President can take up to four (4) weeks off per year during their term in addition to the national and provincial/territorial statutory holidays and the office closure during the holidays (between December 24<sup>th</sup> and January 2<sup>nd</sup>). Timing of vacation should be in accordance with operational requirements and must be coordinated with the Executive Director and with appropriate Executive members for coverage (Vice President or President Elect).

## President Term

The President's term is two years, non-renewable. The term for the incoming President begins immediately following the CAM Annual General Meeting, typically in June.

## Nomination Form – President-Elect

Term: June 15, 2022, to June 2023 (President-Elect)  
June 2023 to June 2025 (President)

I, \_\_\_\_\_, nominate \_\_\_\_\_, for the position of President-Elect with the Canadian Association of Midwives for the term of June 2022 to June 2023.

Signature of Nominator

Date

Signature of Nominee

Date

	Nominator Contact Information
Nominator address:	
Nominator e-mail:	
Nominator phone:	

	Nominee Contact Information
Nominee address:	
Nominee e-mail:	
Nominee phone:	

In accepting this nomination, the nominee acknowledges the duties and terms of the position and, if appointed, commits to performing them to the best of their ability.

Note: Provincial/territorial associations to which CAM Executive members belong are not responsible for any expenses incurred through their executive duties with CAM. Participation on the CAM Executive is funded by the Canadian Association of Midwives.

**Please include with this nomination form a brief biography describing the nominee’s experience, skills, and attributes, along with a letter outlining their interest in the position and how they envision contributing to CAM and the development of midwifery in Canada.**