



Executive Director – National Aboriginal Council of Midwives (NACM)

Annual Salary Range – \$85,000 – \$110,000 per annum, based on education & experience.

Location – Ottawa or Montreal. Work is primarily remote but regular travel to Ottawa or Montreal for in-person meetings is required. Must have the ability to travel across Canada to represent NACM and attend Gatherings, meetings, and events.

Hours of work – Full-time, 35 hours per week, Monday to Friday, established office hours of 9:00 AM – 5:00 PM, however schedule flexibility is required to meet stakeholder and organizational requirements and during events.

About NACM

The National Aboriginal Council of Midwives (NACM) exists to promote excellence in reproductive health care for Inuit, First Nations, and Métis peoples. We advocate for the restoration of midwifery education, the provision of midwifery services, and choice of birthplace for all Indigenous communities consistent with the U.N. Declaration on the Rights of Indigenous Peoples. As active members of the Canadian Association of Midwives (CAM), we represent the professional development and practice needs of Indigenous midwives to the responsible health authorities in Canada and the global community.

NACM is a non-incorporated, self-governed national organization and shares infrastructure with CAM. NACM is led by a volunteer Core Leadership made up of 10 to 12 Indigenous midwives and a team of five employees who work closely with various teams at CAM (i.e. finance, communications, administration) for the successful implementation of programs and general operations. A strong and collaborative working relationship between the NACM and CAM Executive Directors and NACM and CAM staff is essential to the success of each organization.

Job Description

The Executive Director is responsible for fostering a collaborative environment with the Canadian Association of Midwives to guide strategic planning, program delivery, human resources initiatives, communications, and operations for the National Aboriginal Council of Midwives. Under the supervision and guidance of Core Leadership, and in collaboration with National Indigenous organizations (NIO), midwifery associations, and federal government partnerships, the Executive Director ensures that NACM has the necessary systems and procedures in place to support effective operations and programming. NACM's goal is to enable access to culturally-safe sexual and reproductive health care for Indigenous families, the return of birth to Indigenous communities, and a reduction in the number of medical evacuations for births in remote areas.

The ideal candidate will bring the following knowledge, skills, abilities, and attributes to the organization:

Experience:

- Minimum of 3 years' experience in management, administration, public policy, or another related field;
- Experience working for an Indigenous organization and with Indigenous communities;
- Experience in program management, event facilitation, and communications;
- Experience in financial management including financial planning, budget development, funding management; and,
- Experience in human resources, including determining staffing requirements, facilitating the hiring process, and ensuring orientation aligns with organizational standards.

Education:

- College Diploma or University Degree in Business Administration, Health Policy, or an equivalent combination of education and relevant work experience in not-for-profit leadership, program management, or Indigenous organizations.

Mandatory Abilities:

- Ability to collaborate with diverse stakeholder groups, including Core Leadership, members, donors, government representatives, NIOs, and other stakeholders;
- Ability to demonstrate strong knowledge of social and political contexts that impact health policy and service delivery; more specifically Indigenous health;
- Ability to incorporate an understanding of cultural safety and ability to work closely with diverse Indigenous communities (First Nations, Metis, Inuit);
- Ability to manage staff from a trauma-informed lens;
- Ability to identify, recommend, and lead the implementation of programming opportunities;
- Ability to employ strong communication skills including diplomacy to bridge communications with frontline staff in Indigenous communities, such as midwives and community members, and systems and institutional staff, such as elected officials and bureaucrats;
- Ability to operate independently and employ strong decision-making skills; and
- Ability to implement and manage a variety of initiatives concurrently and within deadlines.

Abilities considered an Asset:

- Knowledge and understanding of the profession of midwifery in Canada;
- Fluency in other languages, especially Indigenous languages;



- Experience in all aspects of business including planning, project support, change management, marketing, governance, human resources, and strategic communication;

Benefits:

- 10 sick days, 5 family responsibility days, 2 personal days;
- Vacation pay starting at 8%;
- Participation in the Group Insurance plan;
- Professional development fund;
- Remote work options and flexibility of schedule; and,
- All required office technologies provided.

How to Apply:

If you are interested in this position, please submit a cover letter and resume to atassignon@canadianmidwives.org . We thank all candidates that apply but please note that only those candidates meeting the selection criteria will be contacted further.

NACM is an Indigenous led and governed organization. Indigenous candidates are strongly encouraged to apply. Non-Indigenous candidates must have a demonstrated commitment to working within an anti-oppressive, Indigenous framework.

NACM is an equal opportunity employer, committed to providing an inclusive environment and a barrier-free hiring process. If you require an accommodation for a disability during the recruitment process, please contact allison@lisaisaachr.com