



Community Engagement Lead, National Council of Indigenous Midwives (NCIM)

Title: Community Engagement Lead, NCIM

Reports to: Executive Director, NCIM

Contract: Full-Time (35 hours per week) – One year maternity leave position

Location: Fully Remote

About NCIM

The National Council of Indigenous Midwives' (NCIM) advocates 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. Indigenous Midwives 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. As an organization, NCIM upholds the values of humility, respect, and compassion.

The Canadian Association of Midwives (CAM) is the national professional association representing midwives and the profession of midwifery in Canada. NCIM mission is to promote excellence in reproductive health care for First Nations, Inuit, and Métis communities. Both organizations are governed autonomously but share office space and resources and both are staffed by a passionate team of individuals dedicated to providing support for midwives and the profession of midwifery across Canada and globally

Job Summary and Purpose

The Community Engagement Lead of the National Council of Indigenous Midwives (NCIM) is responsible for supporting and ensuring the development of content and resources representing the needs, perspectives and knowledges of Indigenous midwives and Indigenous communities in Canada. The Community Engagement Lead is also responsible for leading any work directly related to increasing community awareness about Indigenous midwifery, working as a community liaison between NCIM and the community for remote or in person meetings, building annual national virtual learning opportunities, and creating and maintaining relationships with First Nations, Inuit and Metis communities.

Duties and Responsibilities

- Provide continued support for communities and Nations involved in restoring Indigenous midwifery and birth
- Facilitate information-sharing about growing Indigenous midwifery amongst diverse stakeholder groups including through virtual events, online spaces, and potential in-person activities
- Liaise with NCIM ED and Policy and Advocacy Lead regarding NCIM's priorities within the Federal investment of Indigenous midwifery
- Oversee the Indigenous Languages in the Care Setting initiative
- Other key deliverables per Growing and Sustaining Indigenous Midwifery project

Qualifications, Knowledge, and Skill Requirements

- Excellent interpersonal skills and commitment to working collaboratively with diverse stakeholder groups, including Elders, community members, Council/Association members, volunteers, donors, Indigenous leadership, and other stakeholders
- Excellent skills in building trusting relationships with diverse Indigenous, First Nations, Inuit and Metis communities
- Minimum 3 years' experience working in community-based projects, research, or other related fields
- Strong knowledge of Indigenous health, cultural safety, and trauma informed perspectives of working
- Demonstrate strong knowledge of social and political contexts that impact health policy and service delivery and more specifically Indigenous health and governance
- Excellent written and verbal communication skills
- Ability to coordinate a variety of initiatives concurrently and within deadlines
- High degree of resourcefulness, flexibility, and adaptability
- Ability to operate independently and utilize strong decision-making skills
- Ability to work collaboratively within a team
- Highly organized, attention to detail and excellent follow-through required
- University degree (minimally a Bachelor, ideally a Masters) in community development, gender/women's studies, health programming/policy or other related discipline
- Computer literacy, including effective working skills of MS Word, Excel and Outlook required.
- Ability to develop resources and initiatives to meet the needs of Indigenous communities and of NCIM according to NCIM's vision, mission, and core values.
- Ability to be guided by Indigenous community feedback
- Flexibility to travel for community engagement activities including conferences and gatherings

Job Requirement

- Experience working with Indigenous organizations and communities in a culturally safe way
- Ability to work in a trauma informed manner
- Experience in the non-profit sector is considered an asset

Benefits of working with NCIM

- Employee Health Benefits Program: dental, medical, paramedical, life insurance (certain exceptions may apply) and Employee Assistance Program services
- Group RRSP benefit
- Generous leave entitlements (starting at 3 weeks' vacation, generous paid time off for illness, personal days, family responsibilities), and additional paid time off for December holiday closure
- Travel, learning, and professional development opportunities

How to Apply

We welcome all prospective applicants to submit their applications. At NCIM, we value the diverse perspectives and unique lived experiences that candidates bring to the table. Lived experience is taken into consideration when determining the level of individual qualification. NCIM is an Indigenous led and governed



organization. Indigenous candidates are strongly encouraged to apply. Non-Indigenous candidates must have a commitment to working within an anti-oppressive and trauma informed framework.

As a reminder, candidates are not required to possess all the qualifications listed above to apply. If you have any questions regarding the qualifications or job posting, please contact NCIM at admin@canadianmidwives.org

Instructions to Apply

- Send your CV and a cover letter in one PDF document and ensure that your first and last names and the text “NCIM Community Engagement Lead” are included in your file. Applications without cover letters won’t be considered.
- Ensure that the entire document is written in the English language.
- Indigenous languages are welcomed in addition to English but not required.
- Send your PDF by email with the subject “NCIM Community Engagement Lead” to admin@canadianmidwives.org

Deadline for applications February 28, 2024 by 5 pm EST

We thank all applicants for their interest, however, only applicants selected for an interview will be contacted. Resumes received will be held confidential, shared with the selection committee only, and be used only for the purposes of selection for this position.