



## **Community Engagement Lead (CE Lead)**

### **National Council of Indigenous Midwives (NCIM)**

**Title:** Community Engagement Lead

**Reports to:** Executive Director, NCIM

**Position:** Full-Time (35 hours per week) - Six-month parental leave position - Opportunity to extend this position dependant on project funding.

**Location:** Fully Remote

**Salary Range:** \$75,000-\$85,000 commensurate with experience

#### **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**

The Community Engagement (CE) Lead is responsible for leading any work directly related to supporting First Nations, Inuit and Métis (FNIM) communities that want to learn more about Indigenous midwifery and to actively reclaim and restore community awareness about Indigenous midwifery. This work focuses on creating and maintaining partnerships and relationships with FNIM communities through a strong community engagement strategy on a national level. The CE Lead will work in a culturally safe, highly strategic, and knowledgeable way with FNIM provincial/ territorial organizations, health authorities and National Indigenous Organizations by working directly in person in community or attending through virtual meetings.

The CE Lead is also skilled in working directly in FNIM communities, band councils, and health directors. The CE Lead has a deep understanding of community protocols, supports the development of interest in midwifery, such as attending community circles and events, and connecting communities as needed with knowledge regarding Indigenous midwifery and other local organizations building local networks and relationships.

Additional responsibilities include building annual national learning opportunities, our annual National Forum and being 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.

### **Primary 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
- Collaboration with NCIM ED and Policy and Advocacy Lead regarding NCIM's priorities within the Federal investment of Indigenous midwifery
- 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 including FNIM regional provincial and territorial organizations
- Ability to work in strong collaboration with the policy and advocacy lead at NCIM
- Excellent skills in building trusting relationships with diverse Indigenous, First Nations, Inuit, and Métis 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
- Flexibility to travel for community events, in person meetings, and meetings with federal and provincial/territorial organizations

*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@indigenoumidwifery.ca](mailto:admin@indigenoumidwifery.ca)*

### **Additional Assets**

- Experience working with Indigenous organizations and communities in a culturally safe and way
- Ability to work in a trauma informed manner
- Preference will be given to Indigenous, First Nations, Métis and Inuit applicants who are qualified for this position

### **Benefits of working with NCIM**

- Employee Assistance Program services
- Generous leave entitlements, including paid time for December holiday closure
- Travel, learning, and professional development opportunities

### **Instructions 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.

Please follow these instructions:

- 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 will not 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@indigenoumidwifery.ca](mailto:admin@indigenoumidwifery.ca)
- **Deadline for applications September 30, 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.