



Indigenous Midwifery Education Lead (IME Lead) National Council of Indigenous Midwives (NCIM)

Title: Indigenous Midwifery Education Lead

Reports to: Executive Director, NCIM

Position: Full time (35 hours per week) permanent.

Location: Fully Remote

Salary: \$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's 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

NCIM is advancing a multi-year initiative to develop and test innovations in Indigenous midwifery education. This specific project is part of a broader strategy to prioritize Indigenous-led midwifery education through competency-based, community-driven frameworks. This project builds on the landmark publication of the framework on Indigenous Midwifery Knowledges and Skills: A Competency Framework (<https://indigenousmidwifery.ca/core-competencies/>) and developed in response to the need to diversify pathways to midwifery education for Indigenous communities.

NCIM is hiring an Indigenous Midwifery Education (IME) Lead. The IME Lead will manage the development, implementation, and continuing evaluation of NCIM's Indigenous Midwifery Education project. This project is structured to implement and test an innovative framework for community-led, competency-based apprenticeship as part of a larger vision to diversify pathways to Indigenous midwifery education and ultimately, return Indigenous midwifery services to communities.

The IME Lead must be a strong project and relationship manager, creation and coordination of work plans and be able to provide attention to details. The IME Lead must have significant experience and demonstrated knowledge of Indigenous approaches to education and learning and the need for Indigenous-led innovations to grow and sustain an Indigenous-led midwifery workforce.

The IME Lead will be responsible for implementing and evaluating the project in collaboration with diverse Indigenous communities and in keeping with the project budget.

In collaboration with the NCIM Executive Director, the Lead will coordinate the project steering committee and support in the management of various project consultants. The IME Lead will collaborate closely with key staff, including NCIM's Mentorship and Resilience Lead, as well as project consultants.

Primary Duties and Responsibilities

- Coordinate the Indigenous Midwifery Steering Committee for project oversight and governance,
- Manage the implementation of the Indigenous Midwifery Education framework with a view to prioritizing participatory, community-responsive and Indigenous-led project management practices
- Coordinate the annual work plan and deliverables
- Creation of an annual planning meeting
- Delivering the curriculum to students
- Implementation and delivering of the land-based learning within project funding and timelines
- Planning the land-based learning annual gathering
- Implement a participatory community-responsive monitoring and evaluation framework as follow up to the original evaluation completed by the AND team
- Collaborating with NCIM staff and consultants, support the work of compiling evidence around the need to diversify pathways to education with anticipated positive impacts on retention, recognition and integration of Indigenous midwifery students
- Identify and develop relationship frameworks with communities, Midwifery Education Programs (MEPs), and other key stakeholders; provide recommendations to the Executive Director based on the engagements.
- Manage project budget, ensuring all reporting deadlines are met; collaborate with NCIM project manager to monitor project expenditure projections and report actual expenditures and variance to the Executive Director on a regular basis.
- Write project activity reports as required by funder

Qualifications, Skills and Knowledge Requirements

- University degree (minimally a Bachelor, ideally a Masters) in Midwifery, Health, Education, or related disciplines.
- Experience in community-based education or health program development, project development and management, or related experience.



- Strong knowledge of Indigenous health, Indigenous approaches to education and learning, cultural safety, anti-oppression, and the ability to work closely with diverse Indigenous communities and Nations.
- Demonstrated knowledge of social and political contexts that impact health care provider education programs, health policy and service delivery and the structures, approaches and funding mechanisms related to Indigenous approaches, knowledges and education delivery.
- Experience in the development and implementation of health care provider education or related frameworks.
- Experience with participatory monitoring and evaluation practices, tools and techniques, ideally in the context of Indigenous community health and/or education.
- Excellent written and verbal communication skills.
- Excellent interpersonal skills and commitment to working collaboratively with diverse stakeholder groups, including Indigenous students, Indigenous communities, health and education system stakeholders, NACM staff and members and funders.
- Ability to implement and manage a variety of initiatives concurrently and within deadlines.
- High degree of resourcefulness, flexibility, and adaptability.
- Highly organized, attention to detail and excellent follow-through required.
- Computer literacy, including effective working skills of MS Word, Excel and Outlook required.

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 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

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



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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@indigenoumidwifery.ca

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
- **Deadline for applications September 30, 2024, by 5 pm EST**

Please follow these instructions:

NCIM is an Indigenous led and governed organization. Indigenous candidates are strongly encouraged to apply. Non-Indigenous candidates must demonstrate their ability to work within an anti-oppressive, trauma informed Indigenous framework.

- 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**.
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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.