



**Indigenous Research Assistant,  
National Council of Indigenous Midwives**

**Job title:** Research Assistant

**Reports to:** Community Engagement Lead

**Location:** Remote

**Employment type:** Part-time (10-15 hours/week in Summer 2026; 5 hours/week in Fall 2026))/ Contract ending December 2026 (200 hours total)

**Salary range:** \$35-45/hour, depending on skills and experience

**Start date:** mid-May 2026

**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. NCIM is an Indigenous led and governed organization.

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 partnering with the University of Ottawa to support the development of an inclusive and enhanced health workforce minimum data standard (MDS). Inspired in part by the TRC Calls to Action, especially #23 to increase the complement of Indigenous Health Workers, this project encourages the collection of Indigenous identity data along with other key data elements making up the MDS.

With funding from the Canadian Institute for Health Research (CIHR), the team at University of Ottawa is led by Dr. Ivy Bourgeault and the Indigenous project lead, Dr. Angela Mashford-Pringle.

The Research Assistant will undertake further consultations and gather Indigenous guidance for non-Indigenous health professional organizations around the development of protocols for collecting Indigenous identity.

### **Key responsibilities**

- Outreach to Indigenous health professional and other organizations,
- Setting up meetings to dialogue about important considerations in the collection, confirmation, stewardship and mobilisation processes,
- Taking summary notes from meetings, sharing the notes with participants, and with the Indigenous Lead (Mashford-Pringle) and Principal Investigator (Bourgeault)
- Assisting in the development of Indigenous-led guidance to accompany the MDS for partner organizations
- Assist in the preparation of a journal article for an Indigenous journal about this process.

### **Qualifications, Skills and Knowledge Requirements:**

- University degree in Indigenous Studies, Health Sciences, Public Health, Social Sciences, Education, or a related field.
- 1-2 years' experience in Indigenous-led or community-based research.
- Understanding of Indigenous health systems, Indigenous research methodologies, and community-driven research approaches.
- 1-2 years' experience working with academic institutions, Indigenous organizations, and government partners.
- Ability to translate complex research into accessible knowledge products for diverse audiences.
- Excellent written and verbal communication skills.
- Highly organized, attention to detail and excellent time management is required.
- Proficiency with standard office software (MS Word, Excel, Outlook; Teams).
- This position is restricted to Indigenous (First Nations, Inuit, Métis) applicants.

### **Additional Assets**

- Experience working with Indigenous organizations and communities in a culturally safe and way
- Ability to work in a trauma informed manner
- Lived experience as an Indigenous researcher, midwife, or community member.



### **Application Instructions**

CAM and NCIM are deeply committed to ensuring our organization reflects the diversity of our members and of the clients they serve – this includes diversity of race, gender identity or expression, sexual orientation, religion, ethnicity, national origin, disability, and all other protected grounds under the Canadian Human Rights Act. CAM encourages submissions from applicants from diverse communities. We welcome applications from individuals of all backgrounds and abilities. Should you require an accommodation or adjustment, please indicate this in your application.

All offers of employment are conditional upon the candidate's agreement to comply with the CAM's Employees Handbook and all applicable policies and procedures. Employees are expected to maintain the highest standards of integrity, professionalism, and ethical conduct, and to adhere to CAM's requirements related to workplace respect, safeguarding, and accountability.

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. 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).

*Please follow these application instructions:*

- Send your **CV and cover letter in one PDF document** and ensure that your first and last names and the title "Research Assistant, NCIM" are included in the file name. Applications without a cover letter will not be reviewed.
- 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 "Research Assistant, NCIM" to [hr@canadianmidwives.org](mailto:hr@canadianmidwives.org)
- **Application deadline is May 13, 2026 by 5pm 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.