



Senior Policy Analyst

Title: Senior Policy Analyst

Location: Remote/Montréal, Québec

Background

The National Aboriginal Council of Midwives' (NACM) mission is to promote excellence in reproductive health care for First Nations, Inuit and Métis communities. The Canadian Association of Midwives (CAM) is the national professional association representing midwives and the profession of midwifery in Canada. 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.

NACM 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.

Job Summary

The Senior Policy Analyst will take a lead role in the research and analysis of information, evidence and policies related to improved access to midwifery-led, community based sexual and reproductive health services for Indigenous communities in order to support a renewed Federal investment in Indigenous midwifery. The analyst will consult with internal and external stakeholders, reports, policies, and datasets. The Analyst is responsible for reviewing and evaluating the federal investment of Indigenous midwifery, relevant policies, and legislation to determine the benefits and impact of funding.

The Senior Policy Analyst will collaborate closely with the NACM Director, Co-Chairs and Core Leadership, and key staff and stakeholders. The Analyst will also work closely with relevant CAM departments for the day-to-day management of NACM activities.

Primary Duties and Responsibilities

- Provide advisory and policy development support on policy, program, legislative and other key issues and areas related to Indigenous midwifery and NACM.
- Lead policy research and analysis, assess options, and provide appropriate recommendations.
- Conduct service delivery analysis and assessments and perform economic analysis on federally funded initiatives to inform planning and development of NACM.
- Coordinate and support preparation of proposals, detailed reports, discussion papers, action items, briefing notes and materials, speaking points, correspondence and work plans on key policy issues impacting Indigenous midwifery and NACM for internal purposes and for government meetings.
- Coordinate and prepare policy papers and responses to related issues and initiatives across the federal jurisdiction.



- Support the NACM Director, providing briefings, updates and other information necessary for informed discussions with NACM leadership.
- Identify opportunities and develop recommendations for policy related programming through research, directly connect with key stakeholders and lead or assist with grant/proposal writing as required.
- Ensure appropriate support to assigned national committees and working groups and develop and manage annual work plans for these groups.
- Stay current with Federal policy affecting Indigenous midwifery and reproductive health nationally.

Qualifications, Skills and Knowledge Requirements

- University degree (minimally a Bachelor, ideally a Masters) in Public Health, Policy or other related discipline.
- Minimum 5 years' experience working in health policy development or analyst position, including within Federal jurisdictions
- Strong knowledge of Indigenous health, cultural safety, anti-oppression and ability to work closely with diverse Indigenous communities and Nations.
- Experience with researching, tracking, and monitoring policy related issues.
- Experience in managing data including preparation, analysis, data quality assessments and data clean up.
- Experience contributing to briefing and decision-making documents (such as briefing notes, reports, decks, research papers, issue analysis reports).
- Excellent written and verbal communication skills.
- Excellent interpersonal skills and commitment to working collaboratively with diverse stakeholder groups, including staff, members, volunteers, donors, and Indigenous organizations.
- Experience meeting and consulting with external stakeholders, developing strategies and providing analysis on complex issues.
- Ability to implement and manage a variety of initiatives concurrently and within deadlines.
- Demonstrate strong political and communication savvy.
- High degree of resourcefulness, flexibility, and adaptability.
- Ability to operate independently and utilize strong decision-making skills.
- 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

- Knowledge of midwifery and/or reproductive health in Canada and globally, specifically Indigenous health.
- Experience working for a member-based organization.



Working Conditions & Location

- Two (2) year full-time contract.
- Work can be done remotely or from CAM's head office in Montréal, Québec. Given the COVID-19 pandemic, the head office is currently closed, and all staff work remotely.
- Salary range is between \$70-\$75K annually, commensurate with experience.

Applications

Please follow these instructions:

NACM 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, Indigenous framework.

- Send your CV and a cover letter in one PDF document and ensure that your first and last names and the text "SeniorAnalystNACM" are included in the file name.
- Send your PDF by email with the subject "Senior Policy Analyst NACM" to admin@canadianmidwives.org
- Deadline for applications is 5pm Eastern Time on October 29th, 2020.

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.