



Mentorship and Resilience Lead

Title: Mentorship and Resilience Lead

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. 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

NACM is hiring a Mentorship and Resilience Lead for a part-time contract until the Spring 2022, with the possibility of extension based on continued project funding. The Mentorship Lead will act as a main point of contact between NACM and its membership, providing opportunities for engagement to support responsive programming, advocacy and priority setting within NACM's various initiatives and commitments.

The Mentorship Lead will be responsible for gathering a deeper understanding of the professional development and practice needs of NACM members. The Mentorship Lead will also endeavor to gather a better recognition of practice innovations members are advancing in response to community needs and interests with the goal of sharing information, knowledges, approaches and strategies within and across the wider membership, in particular with students, new registrants and members who endeavor to start new practices.

Within the scope of the Education Innovations program, the Mentorship Lead will also assume the role of Travelling Midwife (virtual during pandemic restrictions), conducting site visits to support Indigenous midwifery students through their learning spheres.

The Mentorship and Resilience lead will work closely with the NACM Director, Core Leadership, Indigenous Midwifery Education Lead, and other key NACM and CAM staff.

Primary Duties and Responsibilities

With a focus on NACM's general membership, the Mentorship Lead will:

- Act as a point of contact and resource person to support, listen, and gather feedback from NACM's membership.
- Share expertise as an Indigenous midwife around professional development, inter-professional relations, practice matters, and other related topics.



- Seek feedback and input from NACM’s members and student members to help develop and grow NACM’s membership services.

With a focus on NACM’s student members, the Mentorship Lead will:

- Advise, council, and listen to Indigenous midwifery students (Innovations program students, Midwifery Education Program students, community and apprenticeship students) on their education journey, facilitate mentorship circles, and other activities (online and in person when permitted)
- Plan, coordinate and execute ‘travelling midwife’ visits in collaboration with the Indigenous Midwifery Education Lead and communities. This may include a diverse range of mentorship and teaching services, including providing introductory workshops and teachings related to Indigenous midwifery core competencies. Additional supports and services will be identified jointly with the students, communities and the Education Lead

Additionally, the Mentorship Lead will:

- Prepare written reports and recommendations for Director and Core Leadership
- Ensure follow-through on agreed upon commitments, supports and next steps, in keeping with NACM resources and capacity per Director and Core Leadership approvals
- Support NACM staff (Director and Education Lead) in relationship building with communities involved in the design and implementation of diverse midwifery education initiatives
- Support the Director in expanding NACM’s vision for internal member services, including the research and development of NACM’s offering on membership advocacy / response to members at points of professional crisis (burn-out, human rights violations, racism and other aggressions)

Qualifications, Skills and Knowledge Requirements

- This position is only open to Indigenous midwives with significant practice experience (minimum 5 years, ideally in diverse community-based settings with a primary focus on serving Indigenous families)
- Excellent knowledge transfer ability.
- Excellent judgement and problem-solving skills.
- Ability to build and maintain relationships with a diverse group of stakeholders.
- 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

- Experience working for a member-based organization in a non-profit organization.

Working Conditions & Location

- Part-time: 21 hours per week until Spring 2022, with the possibility of extension based on continued project funding.
- Work will take place 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 for a full-time employment contract (35 hours/week), pro-rated to 21 hours per week.

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 "MentorshipLead" are included in the file name.
- Send your PDF by email with the subject "Mentorship and Resilience Lead" to admin@canadianmidwives.org
- Deadline for applications is January 22, 2021

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.