



Association of Ontario Midwives Benefits Trust Executive Director

The AOM Benefits Trust (AOMBT) provides health, wellness, and retirement benefits to more than 1,000 midwives across Ontario. As a member-focused benefits trust, AOMBT works with plan members, trustees, advisors, vendors, and the Association of Ontario Midwives to steward responsive, sustainable benefits programs that support midwives' health, well-being, and long-term security. AOMBT is seeking an Executive Director to provide senior operational leadership, support the Board of Trustees in fulfilling its governance and fiduciary responsibilities, and guide the Trust through its next stage of organizational development.

Qualifications

The incoming Executive Director will bring a commitment to reconciliation, equity, and good governance, along with the ability to translate these commitments into organizational practice, decision-making, and relationships. The following qualifications and experiences will be considered strong indicators of readiness for this role:

- A) a relevant university degree, preferably at the Master's level, or equivalent combination of education, professional training, and senior leadership experience;
- B) at least 10 years of progressive senior management leadership experience in a benefits trust, pension or retirement plan, nonprofit organization, association, broader public sector organization, unionized or member-serving environment, or another related setting;
- C) demonstrated experience working with or reporting to a board, trustees, or other governance body, including supporting effective governance processes, fiduciary responsibilities, sound decision-making, risk oversight, policy development, and regulatory compliance;
- D) strong financial literacy, including experience with budgets, audits, financial reporting, investment or reserve oversight, benefits administration, vendor contracts, or other fiduciary responsibilities;
- E) experience overseeing organizational operations, staff leadership, human resources, program evaluation, service delivery, and continuous improvement in a small or mid-sized organization;

F) the ability to build and sustain trusted relationships with members, partners, service providers, advisors, and other stakeholders, including the capacity to communicate complex benefits, governance, or financial information clearly and accessibly;

G) knowledge of, or a demonstrated willingness to learn about, midwifery, Indigenous sovereignty, and health equity; and

H) experience leading in ways that are transparent, accountable, collaborative, and responsive to the needs of equity-deserving communities.

The AOMBT recognizes that strong candidates may bring these experiences through a range of professional pathways. Candidates do not need to meet every qualification to be considered; rather, the Trust is seeking a leader whose overall experience demonstrates readiness to steward a benefits organization with care, accountability, and strategic judgment.

How to Apply

The AOMBT recognizes that systemic injustices and inequities rooted in colonization and discrimination have disproportionately impacted First Nations, Métis, and Inuit peoples, Black and racialized communities, people with disabilities, and equity-deserving groups. The AOMBT is committed to fostering equity.

*AOMBT is partnering with BES Executive Search, a firm committed to ensuring that every search mandate engages a pluralistic and intersectional range of candidates. Applicants are guided through what BES calls ‘The BES Experience’—a thoughtful, candidate-centred process that meets candidates with support and care throughout the search process. **All interested applicants are encouraged to apply by clicking [HERE](#).***

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), applicants living with a disability will be provided with accommodation throughout the search process. Should accommodations be required, please make Urmilla Mahabirsingh aware by emailing umahabirsingh@bessearch.com.

BES is deeply grateful to all who express interest in this opportunity and recognize the time and effort that goes into submitting an expression of interest. While only those most closely aligned with the position requirements will be contacted for an interview, all applications are reviewed with thoughtfulness and will receive correspondence from the firm as part of our commitment to delivering a respectful and inclusive candidate experience.

BES Executive Search Inc. does not use artificial intelligence (AI) to screen, assess, or select applicants.

