We're Hiring: Special Project Midwives

Ancestral Hands Midwives (AHM) | Scarborough, Ontario

Position: Special Projects Midwife – Program Development & Implementation

Employment Type: Short-term, project-based opportunities

Hours: Flexible, based on project scope and organizational needs

Location: Scarborough, Ontario (hybrid opportunities available)

Compensation: Paid midwifery opportunities; compensation and hours to be confirmed based on project scope.

About Ancestral Hands Midwives

Ancestral Hands Midwives (AHM) is a Black-led, community-focused organization dedicated to improving reproductive health outcomes for Black communities through culturally responsive, equitable, and accessible care.

Our work extends beyond traditional clinical midwifery services to include education, community engagement, advocacy, and innovative approaches to addressing gaps in care.

The Opportunity

AHM is seeking **Registered Midwives interested in taking on short-term, paid special projects** to support the development, implementation, and expansion of our programs and services.

We recognize that midwives bring a wealth of clinical knowledge, creativity, and experience that can be applied beyond direct client care. This is an opportunity for midwives who enjoy building programs, developing resources, facilitating education, or turning ideas into practical services that benefit the community.

Potential projects include:

- **Contraception Clinic:** Developing the clinical pathways, protocols, resources, and operational processes needed to establish a contraception service.

- **Early Pregnancy Loss Clinic:** Supporting the design and implementation of compassionate, accessible early pregnancy loss services.
- **Peer Support Programs:** Developing and coordinating peer support groups for pregnant and postpartum individuals.
- **Prenatal Education:** Developing, updating, and facilitating prenatal education classes and workshops.
- **Outreach & Satellite Clinics:** Developing community-based midwifery services that improve access to care, such as cervical screening (Pap) clinics, vaccination clinics, or prenatal care programs in shelters or correctional facilities.
- **At-Home Bilirubin Monitoring Program:** Supporting the development of a community-based newborn jaundice screening and monitoring service.
- **Other Initiatives:** Identifying and developing innovative programs that address unmet reproductive, and newborn health needs.

Projects may involve program planning, clinical protocol development, research, resource creation, stakeholder engagement, implementation, facilitation, and / or evaluation.

We also welcome proposals from midwives who have ideas for programs or initiatives that align with AHM's mission.

Who We're Looking For

We welcome expressions of interest from Registered Midwives who:

- Are registered and in good standing with the College of Midwives of Ontario.
- Are a member of the Association of Ontario Midwives.
- Have an interest in program development, education, clinical innovation, or community health.
- Are proactive, organized, and comfortable working independently to move projects forward.
- Can translate ideas into concrete plans, deliverables, and operational processes.
- Bring a collaborative, equity-focused approach to their work.
- Are committed to improving access to culturally responsive care, particularly for Black communities.

Experience in program development or project management is an asset, but not required. Midwives with relevant clinical expertise or a strong interest in a particular project are encouraged to apply.

How the Opportunities Will Work

Projects will be assigned based on organizational priorities, available funding, and the interests and experience of selected midwives.

Each project will have a defined scope of work, expected deliverables, timelines, and allocated paid hours. Depending on the initiative, opportunities may include independent project work, collaboration with the AHM team, or direct facilitation of clinical and educational programming.

These opportunities may be particularly suitable for midwives looking for flexible work, those interested in expanding their professional experience, or those who want to contribute to meaningful initiatives outside a traditional on-call model.

How to Express Interest

Interested midwives are invited to submit a resume and a brief expression of interest outlining:

- The project(s) they are interested in supporting.
- Relevant experience, skills, or areas of expertise.
- Their general availability.
- Any additional program ideas they would like AHM to consider.

Submit expressions of interest to: althea@ancestralhands.ca

Deadline: Application accepted on a rolling basis

We look forward to connecting with midwives who are interested in helping us develop creative, community-responsive approaches to midwifery care.