

Midwife - Ancestral Hands Midwives

Location: Scarborough, ON

Full-Time and Part-Time Opportunities Available

Ancestral Hands Midwives (AHM) is seeking Registered Midwives to join our growing team.

AHM is a Black-led, community-rooted midwifery initiative providing culturally safe, racially concordant, and trauma-informed care for Black birthing people and their families. We were founded to address longstanding inequities in maternal and newborn health and to create a model of care that affirms, protects, and advances Black life before, during, and after birth.

As we continue to grow through new partnerships and programs, we are seeking midwives who are excited not only by clinical care, but by the opportunity to help build innovative solutions that respond to community needs.

About the Role

This is a non-call position focused on prenatal and postpartum care, health education, community outreach, and program development.

The successful candidate will provide excellent clinical care while helping AHM identify gaps in Black perinatal health and develop programs, services, partnerships, and initiatives to address them.

This role is ideal for a midwife who enjoys creating, building, and improving. While there is a strong clinical component, this is not a traditional midwifery role focused solely on client care. We are looking for someone who is proactive, resourceful, and motivated to contribute to the growth and evolution of the organization.

Clinical Responsibilities

- Provide prenatal and postpartum care in clinic, home, and virtual settings
- Support clients with infant feeding, newborn care, mental health screening, and care coordination
- Provide well-person care, Pap tests, STI screening, referrals, and other services within midwifery scope

- Collaborate with physicians, midwives, primary care providers, hospitals, and community organizations
- Support care through culturally responsive and trauma-informed practice

Education and Community Engagement

- Develop and facilitate prenatal classes, workshops, and community education initiatives
- Participate in outreach activities that increase awareness of midwifery and Black maternal health
- Support programs such as Birthing While Black and other community-based initiatives
- Build and maintain relationships with community organizations and healthcare partners
- Represent AHM at community events, stakeholder meetings, and public education opportunities

Program Development and Innovation

- Identify gaps in services affecting Black birthing people and families
- Design, pilot, implement, and evaluate new programs and initiatives
- Develop resources, educational materials, and supports that respond to community needs
- Contribute to strategic priorities and organizational growth
- Participate in quality improvement, evaluation, research, and knowledge-sharing activities
- Help shape the future direction of AHM's services and impact

Work Schedule and Flexibility

This is a non-call position.

Because AHM's work extends beyond traditional clinic-based care, the role includes some evening and occasional weekend commitments for workshops, educational programming, outreach activities, community events, and partner engagement.

Schedules are developed collaboratively and with advance planning whenever possible.

A Different Midwifery Practice Model

Many midwives are accustomed to a course-of-care model where compensation is tied primarily to clinical care. This role operates differently.

As part of a salaried, team-based model, midwives are compensated for a broad range of activities that advance AHM's mission, including clinical care, program development, outreach, partnership building, education, quality improvement, evaluation, and organizational initiatives.

This means that periods of lower clinical activity are dedicated to developing programs, strengthening partnerships, improving services, evaluating outcomes, or advancing strategic priorities. Team members are expected to manage their time effectively, work both independently and collaboratively, and contribute meaningfully to organizational goals.

Who Will Thrive in This Role

This role is best suited for a midwife who:

- Is passionate about Black maternal and newborn health
- Is committed to culturally safe, anti-racist, and trauma-informed care
- Is highly self-directed and accountable
- Demonstrates initiative and follows through on ideas
- Is comfortable working with autonomy and minimal supervision
- Enjoys balancing clinical work with project-based and community-focused work
- Can identify needs, opportunities, and service gaps and take action to address them
- Takes ownership of outcomes rather than waiting for tasks to be assigned
- Wants to contribute to organizational growth and systems change, not only direct service delivery

Qualifications

- Registered Midwife in good standing with the College of Midwives of Ontario
- Eligible for hospital privileges where required
- Experience in community-based practice, health promotion, program development, or outreach is considered an asset
- Strong communication, collaboration, and relationship-building skills
- Demonstrated commitment to equity, social justice, and improving health outcomes for Black communities

Why Join AHM?

AHM is not a traditional midwifery practice.

We are actively building new models of care that respond to the realities faced by Black birthing people. Our team combines clinical care, education, advocacy, community engagement, and innovation to improve outcomes and transform systems.

This is an opportunity to help shape the future of Black perinatal care while working alongside a team that values initiative, accountability, creativity, collaboration, and impact.

If you are excited by the prospect of building something meaningful and contributing to a growing organization with ambitious goals, we would love to hear from you.

Interested?

Please submit your resume and cover letter to althea@ancestralhands.ca with the subject line "**Midwife Application.**"

In your email, please describe:

- Why a role that combines clinical care, community engagement, and program development interests you

Full-time and part-time applicants are encouraged to apply.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.