

[Midwifery Practice & System Manager](#)

Leadership Role | April 2026

The AOM Benefits Trust (AOMBT) proudly administers a comprehensive benefits program designed specifically for registered midwives in Ontario and other eligible members of the midwifery community. Guided by a Board of ten Trustees and supported by a dedicated team of skilled professionals, AOMBT delivers a program that is equitable, continuously evolving, and competitive within the broader benefits landscape.

Our commitment is to provide a best-in-class member experience — ensuring plan members receive the support they need, when they need it, with care and integrity at the heart of everything we do.

Building AOMBT's Midwifery Navigation Model

Recruitment of the [Midwifery Practice & System Manager](#) is the **first step in building AOMBT's Midwifery Navigation model** — grounding programs in real midwifery experience and laying the foundation for a second role: **direct Midwife Navigator support**, launching in **early fall**.

This leadership role focuses on upstream system design, advocacy, and program development. Future Navigator roles will provide direct, individualized support to midwives navigating financial, wellness, and disability-related challenges.

 [Read more about AOMBT's Midwifery Navigation model](#)

Purpose of the Role

The **Midwifery Practice & System Manager** works upstream across the midwifery sector to strengthen practice capacity, system coordination, and prevention-focused approaches to wellness, disability, and sustainable work health.

The role integrates credible midwifery insight into AOMBT program design and service development, ensuring that financial, wellness, and disability initiatives are grounded in real midwifery practice, lived experience, and system realities.

This role also plays an **advocacy function**, supporting midwives through system-level engagement on wellness and disability issues, including:

- Equitable funding structures
- Access to appropriate supports

- Advancement of diversity, equity, and inclusion (DEI) principles across AOMBT initiatives

Advocacy efforts are grounded in lived experience, practice realities, and a commitment to reducing systemic barriers within the broader midwifery and health system context.

The ideal candidate is a proactive self-starter who thrives both independently and collaboratively, and who is energized by dynamic, fast-paced environments focused on meaningful impact.

Responsibilities

Midwifery Insight & Program Development

- Contribute credible, practice-informed midwifery insight to the design, refinement, and expansion of AOMBT programs.
- Support program development initially focused on financial advising and related services, with future integration into wellness and disability initiatives.
- Engage midwife members, AOMBT staff, advisors, and Trustees to surface system-level insights that strengthen program relevance, clarity, and uptake.
- Translate engagement findings and emerging themes into program design considerations, tools, and service pathways.
- Support continuous improvement by ensuring programs reflect the realities of midwifery work, income patterns, leave structures, and practice environments.
- Advocate for midwives' wellness and disability needs by elevating practice-based and lived experience perspectives in program design, funding discussions, and service planning.
- Ensure program approaches recognize and respond to systemic inequities affecting midwives, including gendered work structures, access barriers, and differential impacts related to race, disability, and practice context.
- Support the integration of DEI-informed principles into financial, wellness, and disability initiatives to promote equitable access, uptake, and outcomes for all members.

Program, Policy & Sector Development

- Contribute to AOMBT's holistic wellbeing and financial security strategy.

- Use system-level engagement and anonymized insights to inform iterative program development.
- Support alignment across financial, wellness, and disability initiatives to reduce fragmentation and duplication.
- Assist in shaping tools, templates, and guidance that support prevention-focused approaches.

Practice-Level Capacity Building

- Support the development and implementation of practice-based wellness and prevention strategies.
- Provide guidance on proactive planning for modified work, accommodation, leave, and return-to-work.
- Strengthen practice capacity to manage disability and wellness equitably and sustainably.

System Navigation & Sector Coordination

- Build and maintain relationships with AOM, CMO, MOH, MPGs, MEPs, and other sector partners.
- Identify structural and systemic contributors to midwifery disability and burnout.
- Support coordinated, sector-level responses to emerging system pressures.

Data, Evaluation & Quality Improvement

- Analyze relevant system-level data and engagement themes to inform needs-based design.
- Contribute recommendations to strengthen AOMBT programs and services over time.

Skills and Qualifications

- Demonstrated ability to transform practice and member insights into creative, impactful programs and services, including advocacy for midwifery stakeholders.
- Significant experience navigating and collaborating within interconnected systems relevant to midwives (healthcare, benefits, disability, compensation).
- Proven system-level leadership skills and strong complex critical thinking abilities.

- Exceptional relationship-building skills, with experience in cross-partner collaboration, coalition-building, and advocacy.
- Active midwifery practice experience, including informal or formal advocacy and leadership roles, is considered an asset.
- Leadership and advocacy experience are highly valued but not mandatory.
- Lived experience of disability is recognized as an asset and brings valuable perspective to system navigation and quality improvement.

Working at AOMBT

This role offers a collaborative, flexible, and values-driven work environment. The position is primarily remote, with occasional in-office attendance as required. AOMBT's office is located near the Sherbourne subway station in Toronto.

- **Hours:** Full-time (35 hours/week) or optional part-time, with occasional overtime
- **Compensation:** Competitive salary (85,000.00 - 120,000.00) and benefits package

AOMBT is committed to inclusive and accessible employment practices. We encourage applications from Indigenous peoples, Black and racialized persons, persons with disabilities, LGBTQ2S+ individuals, and others who may contribute to a diverse workplace. Accommodations are available throughout the recruitment process.

Application Deadline

April 24, 2026