

About the AOMBT

The Association of Ontario Midwives Benefits Trust (AOMBT) administers a complex benefits program for registered midwives in the Province of Ontario and other plan members associated with the profession of midwifery. The Trust is governed by ten (10) Trustees, with the work being managed and delivered by a small, highly skilled staff team. The AOMBT administers a 'best in class' benefits program to plan members that is equitably administered, continuously improved, and externally competitive.

Position Overview

Reporting to the Director, Benefits, the Midwife Disability Navigator is a member-focused role dedicated to supporting midwife members who are experiencing, or are at risk of experiencing, disability. This position provides expert guidance, advocacy, and coordination to facilitate member re-integration into practice, support workplace accommodations, and promote disability prevention across midwifery practices in Ontario.

In addition to direct member support, the Navigator works proactively with midwifery practices, insurers, and other stakeholders to identify risks and implement preventative health and wellness programs. The role includes collaboration with the College of Midwives of Ontario (CMO), the Association of Ontario Midwives (AOM), and appropriate staff to ensure programming and policy development are inclusive, responsive, and supportive of the overall wellbeing of midwives. This includes contributing to the design and implementation of new supports and resources, and participating in relevant committees and working groups.

The Navigator will also provide training, education, and consultative support to practice partners to help them understand and implement effective strategies for accommodating members with disabilities. Given the diversity of midwifery practice models across Ontario, a strong understanding of various care structures and operational environments is essential.

Some travel across Ontario may at times be required to provide in-person support, assess practice environments, and build relationships with members and stakeholders.

Key Responsibilities

Member Advocacy & Disability Prevention

Provide direct advocacy and support to midwife members experiencing or at risk of disability.
Collaborate with practices and insurers to identify risk factors and implement preventative strategies.
Recommend and support the implementation of workplace accommodations and wellness initiatives.
Ensure compliance with relevant legislation and professional standards.

Stakeholder Collaboration

Liaise with disability insurance carriers, benefits program supports, and other key stakeholders.
Work in partnership with the CMO, AOM, and AOMBT staff to ensure programming is inclusive and supportive of disabled members.
Contribute to the development and implementation of new supports and resources that promote midwife wellbeing.
Represent the organization on committees and working groups focused on disability, wellness, and member support.

Practice Engagement & Education

Deliver training and education to practice partners on disability accommodation and inclusive workplace strategies.
Support practices in developing and implementing effective approaches for integrating members with disabilities.
Demonstrate a strong understanding of the unique care models and operational structures across midwifery practices.

Policy Development & Communication

Contribute to the development and revision of policies and procedures related to disability and health.
Prepare educational materials and communications for newsletters and internal publications.
Provide consultation and guidance to stakeholders on disability-related processes and best practices.

Monitoring & Reporting

Maintain accurate, confidential, and up-to-date records in accordance with privacy legislation and organizational standards.
Monitor individual member progress and workplace accommodations to ensure effectiveness and compliance.
Identify emerging trends, patterns, and systemic issues related to disability and member wellbeing.
Analyze data to assess the impact of current supports and programs.
Develop and present evidence-informed recommendations to improve disability prevention, member support, and overall program effectiveness.
Contribute to strategic planning by providing insights that inform future programming and policy development.

Qualifications

Registered Midwife in good standing with the appropriate regulatory body.

Demonstrated experience in disability management, occupational health, or member advocacy.

In-depth understanding of midwifery practice environments, including self-employment and diverse care models.

Exceptional interpersonal, communication, and conflict resolution skills.

Proficiency in Microsoft Office Suite and online research tools.

Knowledge of relevant legislation (e.g., Human Rights Code, Occupational Health and Safety Act).

Ability to interpret medical and functional information and communicate effectively within legal and ethical boundaries.

Willingness and ability to travel across Ontario.

Working Conditions

Standard hours: 35 hours

Flexibility required for occasional overtime and travel

Combination of remote and in-person work across Ontario

Application Instructions

Interested applicants should send resume to info@midwivesbenefits.ca