Midwives of Mississauga

2026-27 General Registrant

Midwives of Mississauga is seeking a General Registrant for a start date in the Fall/Winter of 2026/2027. Those who may not be able to meet our preferred contract start dates are still encouraged to apply as there may be some ability to negotiate and we would hate to lose the perfect candidate!!

We work in a shared-care model in which teams of 3 RMs share 102 clients, with varying caseload among the midwives within the team. The standard schedule is a 9-week cycle, rotating 6 weeks of call and clinic weekly, with a 4-day weekend every second week followed by 3 weeks of vacation. [ie. clinic/on call/clinic/on call/clinic/on call/vacation-vacation-vacation]. The caseload for this position will be 32-36 BCC with the successful candidate ideally starting into our schedule as early as November of 2026 for clinic to meet clients then starting call in December 2026 with a contract that would take the candidate until November 2027. Upon completion of the contract, should the candidate meet the competencies for Partnership, they will be invited to submit their letter of interest in becoming a Partner. During the course of the contract, if caseload for example were 36 BCC's, the Associate can expect 16 weeks of vacation, 18 weeks of clinic and 18 weeks of on call in each 12 month period. We would hope the successful applicant would be available to do one to two clinic days to meet team clients, and two 12 h hospital orientation shifts (all dates open to negotiation). This will permit time for orientation and hospital training before starting in the schedule. The successful candidate will be assigned a mentor for the duration of their contract to support them through orientation and on boarding.

We serve a diverse group of clients in a full scope setting. We are in the GTA, 30 minutes west of Toronto. We hold privileges at Trillium Health Partners, which includes both the Mississauga and Credit Valley Hospitals. We are committed to excellent working relationships amongst our team and other health care professionals. We believe in serving client and community needs, work-life integration, fiscal responsibility, transparency and job security, as well as, respectful collaboration with all team members.

We value the variety of ways in which midwives identify themselves and strive to be reflective of our clients and our diverse and multicultural community. We strongly welcome and encourage midwives who identify as IBPOC to apply. The successful candidate will be a team player, have strong communication skills and a willingness to learn. Experience with full scope is an asset.

Only successful candidates will be contacted interviews.

Please email CV's to hiring@midwivesofmississauga.ca

To learn more about **Midwives of Mississauga**, please visit our website at www.midwivesofmississauga.ca . Information on the City of Mississauga can be found at www.mississauga.ca or www.insauga.com

Come work with us at Midwives of MISSISSAUGA!

SEEKING A GENERAL REGISTRANT IDEALLY PREPARED TO START DECEMBER 2026 WITH ORIENTATION IN NOVEMBER 2026

What we are looking for!

- Midwives of Mississauga is seeking a **General Registrant** for a locum position. We work in a shared-call model in teams of 3 (a total of 15 RMs at the practice). We alternate weeks of call and clinic, with a 4-day weekend every second week followed by longer blocks of vacation.
  - The successful candidate must be available to do some clinic (Tuesday or Thursday), and four 12h hospital orientation shifts (scheduled at your convenience). In advance of your start date to optimize your integration into the hospital and midwifery teams.
- The successful candidate will be a team player, have strong communication skills and a willingness to learn. Experience with full scope is an asset.
- Qualified candidates will be contacted for interviews.
- Please email your resume hiring@midwivesofmississauga.ca

What we have to offer!

- We value the variety of ways in which midwives identify themselves and strive to be reflective of our clients, as well as our multicultural community. **We strongly welcome and encourage midwives who identify as IBPOC to apply.**
- We are committed to excellent working relationships amongst our team and other health care professionals, including those at the hospital.
- We believe in serving client and community needs, supporting midwife work-life integration, fiscal responsibility, transparency and job security, as well as, respectful collaboration with staff.
- Our practice values statement can be found on our website here: https://www.midwivesofmississauga.ca/about-us/values/

What we have to offer!

- Shared distributive leadership – all permanent members of the practice are placed on a partnership track and are invited to join the partnership within two years of membership if they meet partnership criteria (*attached)
- Profit sharing – all members of the practice and all support staff share in any surplus generated within the practice and are compensated for the non-clinical work they do for the business
- Caseload variable sharing – all members of the practice are able to contribute hours towards and be compensated for work that contributes to the approved caseload variables
- Strong administrative support – our team of 3 admin staff take a lot of work off our plates, from managing clinic schedules, booking ultrasounds, chasing labs and sending consults, to bookkeeping, invoicing and IT support, they do a lot to make life on call easier.

What we have to offer!

- We have dedicated budget lines for team building and continuing education (funds are allocated for social events, practice dinners, group continuing education, on top of what is available from the AOM PD fund)
  - Recent team development projects have included working on Anti-Racism with Staey Alderwick, EQ- i and effective team communication/personal development, and upcoming work with Olivia Scobie around supporting healthy practice, mental health and burnout.
- We have dedicated budget lines for practice and business expenses – midwifery supplies, cellphones, pager service, hospital parking, hospital privileging are all funded by the practice
- Our caseload is stable which allows for equalized compensation to be offered to midwives (you can opt to receive 1/12 of your annual income every month whether you invoice discharged clients or not)

What we have to offer!

- We value transparency and process
  - We have clearly defined protocols for many clinical, administrative and financial situations. This makes orientation and what is expected of new members to the practice straightforward. There are clear mechanisms in place to allow new members to request clarification, and for updating or amending protocols when the need to do so is identified.
- We provide assigned mentors to support integration of new midwives to our practice and community, so you never have to wonder who to call, or where to find an answer
- Electronic medical records at our hospital and in the practice group that allow remote access to charts for clinic prep and lab results review
  - Doing BORN and labs in your jammies is LIFE-CHANGING!
- An online, remotely accessible platform for all practice documents and protocols

Trillium Health Partners (THP)

- Trillium Health Partners (Credit Valley Hospital)
  - Midwives are well-integrated into the team and enjoy good relationships with consultants, nursing and other staff.
  - THP values evidence-based care, and has one of the lowest CS rates in the GTA. https://www.obgyn.utoronto.ca/hospital-statistics
  - The midwifery division works to full scope.
  - There is an integrated EMR across hospital sites (EPIC), and alignment on clinical protocols and practices
  - Potential for midwives to be involved in various hospital planning and other committees

Life in Mississauga

- Lots of free parking for home births and visits!
- Easy access to events in both Toronto and Hamilton
- Dynamic, diverse communities – lots of community celebrations and activities year-round, and amazing restaurants
- Many beautiful outdoor spaces along the lakeshore, and easy access to conservation areas and other parks for hikes, cross-country skiing, bike trails, beaches.
- Our practice expects RMs to be able to attend a birth within 40 minutes, and we have team members currently who live in Mississauga, Etobicoke, the Junction in Toronto, in Milton and in Oakville.
  - Our practice catchment can be found here: https://www.midwivesofmississauga.ca/contact-us/

Criteria for invitation to Partnership

- Considerations for Partnership
- 1. Is there caseload?
- 2. Are there privileges?
- 3. Has the Associate expressed interest in becoming a partner?
- 4. Does the Associate demonstrate an understanding of the role of a partner?
- 5. Has the Associate demonstrated follow through & responsibility for assigned tasks?
- 6. Is the Associate accountable for clinical & non clinical responsibilities?
- 7. Has the Associate been present for required meetings/events?
- 8. Has the Associate asked for opportunities to demonstrate how they will add to the practice?
- 9. Does the Associate treat the practice & colleagues in a way that indicates they have the best interests of the practice & colleagues in mind?
- 10. Is there consistently positive feedback from clients about the Associate?
- 11. Has the Associate demonstrated they can be consistent with the values & protocols of the practice?
- 12. If the Associate has seen opportunities for change, have they addressed those issues effectively?
- 13. Has the Associate provided consistently good quality clinical care? And/or if there have been any gaps identified, has the Associate fulfilled a learning plan to fill those gaps?
- 14. Does the Associate live in the catchment area, or close enough to the catchment area that distance is not:
- a. An impediment to her ability to care for clients in a timely manner;
- b. Affecting the timeliness or participation in practice/hospital meetings, etc.; or
- c. Onerous to the midwives that she is working with? (>40mins to births is considered far)