



Are you feeling burned out and looking for a more supportive, manageable workload? Coming back from leave and wanting to ease back in? Hoping for a good income with a more flexible schedule that allows space for other types of work or projects?

Blue Team at Westside Midwives is seeking a new shared-call teammate. Our team is local to the beautiful and unceded territories of the Sk̓wx̓wú7mesh (Squamish), Stó:lō and Səl̓ílwətaʔ/Selilwitulh (Tsleil-Waututh) and x̣ʷməθkʷəỵəm (Musqueam) First Nations in Vancouver, British Columbia.

### **HOW WE WORK**

We are working as a team of five midwives, with the hope to expand to a team of six. This arrangement creates flexibility for each midwife to carry a workload that also benefits from adequate time for other passions, projects, or perhaps a season of life with reduced work. To support this work-life balance, our team books 14 due dates per month (about a ¾ caseload) and enjoys a healthy waiting list. Currently, our midwives share call hours, each taking on an average of 18-22% of the call/clinic days.

Our team holds privileges at BC Women's Hospital, which is a tertiary and primary referral centre for the province that houses onsite obstetricians, anesthesiologists, pediatricians, and other specialists. We enjoy excellent relationships with the interprofessional team. Clients electing hospital birth are well supported by our on-call midwife, as well as a 1-1 registered nurse during labour and delivery.

### **EXPECTED WORKLOAD**

The successful applicant will be able to work ~13% of the team's workload (averaging approximately **6 shifts per month**, including both clinic & call). Possible increase to this percentage may occur long term, and other work in the community exists to complement this income. Our team collaborates to create a schedule quarterly that centers around 24 hour call shifts (occasional 12h shifts) and 3-4 clinic days per week. Our handover is at 8:00am, with one midwife on call for each shift. Payment occurs twice a month; we pool billings and distribute pay according to percentages worked over a 3 month cycle.

### **EXPECTED INCOME**

An expected income for this part-time workload would be approximately \$110,000-\$115,000 annually, prior to clinic fees. Each midwife at Westside pays monthly clinic fees toward the running of the clinic. The above income range includes overhead payments as negotiated with the current government and outlined in the current Midwifery Master Agreement.

### **WHAT WE VALUE**

1. Keeping current on evidence-based care and professional development.
2. Providing anti-racist and trauma-informed care.

3. Prioritizing intakes for folks planning home birth, as well as clients coming from racialized and marginalized backgrounds.
4. Organizing adequate time off and prioritizing life balance. We strive to find creative and sustainable ways to support our longevity in, and enjoyment of, midwifery work.
5. Working as a team with proactive, kind, and clear communication.
6. Contributing to team functioning and tasks with generosity of spirit.

## **OUR CLINIC**

We are one of two midwifery teams at Westside Midwives, with our clinic space just a short walk from Jericho beach on the west side of Vancouver. Our midwives and clients enjoy free, accessible parking surrounding the clinic, and we benefit from the support of a fabulous and experienced administrative support team. Over the years, we have developed many robust administrative systems, leveraging electronic record keeping systems such as Oscar Professional EMR in clinic, and Cerner CST Powerchart at BC Women's Hospital. Experience using either/both of these systems is considered an asset.

Westside Midwives is a teaching practice affiliated with UBC Midwifery, and we value creating safe and quality education environments for our students. Our clinic space is also home to a pelvic floor physiotherapist, who consistently receives excellent client reviews.

## **OUR FUTURE TEAMMATE WILL:**

1. Be a registered midwife in good standing with the BCCNM, or be eligible for registration.
2. Have BC Women's Hospital privileges, or meet the criteria to apply for Caseload Assistance Privileges (CAP) with the support of our team.
3. Value strong and kind communication with the team, our clients, and our colleagues.
4. Ideally have previous Oscar EMR and Cerner Powerchart experience.
5. Be comfortable managing out-of-hospital birth, waterbirth, and home birth transfers to hospital.
6. Demonstrate the ability to build and maintain quality interprofessional relationships.
7. Be a proactive, critical thinker who values self-reflection and professional development.

BIPOC midwives will be prioritized, and two of our current teammates also deliver midwifery care in Spanish. We welcome midwives who can provide midwifery care in a language (or languages) in addition to English.

## **INTERESTED IN JOINING OUR TEAM?**

Contact us at [blueteamwestsidemidwives@gmail.com](mailto:blueteamwestsidemidwives@gmail.com) to express interest, or with any questions. The ideal position start would be summer of 2026, but we are hiring for fit and will be flexible for the right candidate.

We look forward to hearing from you!

-Thea, Katie, Sonia, Grace and Nicole