



## **Join Elgin County Midwives: Supporting Your Journey from Day One!**

Are you a New Registrant Midwife looking for a supportive and empowering start to your career? **Elgin County Midwives** is excited to welcome a passionate and driven individual to join our team in St. Thomas, Ontario.

### **Why Choose Us?**

At Elgin County Midwives, we are dedicated to setting our new hires up for success. We believe in providing strong mentorship and fostering a supportive environment to help you confidently transition into independent practice. You will be supported by experienced colleagues and start with an active caseload, allowing you to begin earning income quickly while building your skills in a collaborative and nurturing setting.

We are following the AOM Guidelines on hiring timeline because we believe that fully supporting you, our new registrant, will set you up for success for your entire career.

### **About Our Practice**

- **Collaborative Team:** Join a group of 7 committed midwives with a strong team dynamic that values humor, evidence-based care, and mutual support.
- **Full-Scope Practice:** We hold privileges at St. Thomas Elgin General Hospital (Level 2), holding epidural and oxytocin privileges. While prior experience with these is beneficial, we are fully committed to mentoring and training midwives new to full-scope care.
- **Community Impact:** Our midwives deliver 20% of babies in Elgin County, supported by strong relationships with OBs, nursing staff, and pediatricians. Our dedicated Midwifery Department ensures our voices are heard in hospital decision-making.
- **Strong Interprofessional Relationships:** We enjoy robust and genuine collaboration with our hospital team. Our midwives are valued by our Women and Children's Unit Manager (a former midwife), our obstetricians and pediatricians, the nursing staff, Chief of Staff, and hospital administration. These relationships ensure a supportive and respectful environment for practicing midwifery.

# Elgin County Midwives

*Nurture • Grow • Thrive*

“I have worked in different provinces and hospitals across Canada and the level of collaboration, professional respect and trust we have with the Elgin County Midwives here at STEGH is unmatched and is phenomenal. As a manager, this cohesive working relationship with the midwives brings about a positive workplace culture and ultimately better outcomes for parents and families.”

*Jackie Mitchell*

*Manager, Women and Children’s Unit, St Thomas Elgin General Hospital*

“I’m proud to support the continued growth of our exceptional Midwifery program at STEGH. Our hospital is deeply committed to collaborative, evidence based maternity care. We would love to expand midwifery access in Elgin County and seek midwives who want to help shape our thriving program and deliver exceptional care to the patients and families in Elgin County.”

*Dr. Erica VanDaalen*

*Chief of Staff, St Thomas Elgin General Hospital*

## **Commitment to Partnership and Transparency**

At Elgin County Midwives, we are deeply committed to ensuring that all members of our team—whether partners or associates—feel valued, heard, and respected. We understand and support the importance of having a say in decisions and feeling like an integral part of the practice, including as a new registrant.

We pride ourselves on being transparent about the inner workings of the practice and are highly interested in keeping midwives involved. From the most junior to the most senior, every voice matters. We are keen to create an environment where midwives feel empowered, their input is valued, and their contributions shape the direction of the practice.

Our partnership pathway reflects this commitment. We aim to provide job stability, foster inclusivity, and ensure all team members are treated fairly and with respect, regardless of their role within the practice.

# Elgin County Midwives

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## What We Offer

- **Mentorship and Growth:** A team committed to supporting and guiding new registrants to build their confidence and skills as they transition into practice.
- **Immediate Caseload:** Start earning income quickly with an established caseload that allows you to focus on developing your skills. We also start paying 1 BCC monthly immediately upon starting on call to help you get up and running!
- **Financial Stability:** Equal pay for your planned BCCs over 12 months ensures consistent income month-to-month.
- **Vacation:** 8-12 weeks of vacation depending on chosen caseload (36-40 BCCs)
- **Coverage for sick time/sleep:** We have a built in plan for covering sick midwives, and encourage sleep relief as part of our efforts to support and sustain midwives in our practice.
- **Job Security:** A clear partnership pathway with opportunities to grow within the practice.
- **Administrative Excellence:** Full-time administrative support from a highly experienced staff, with systems like Accuro EMR, Oceans for online referrals, and Unite paging for seamless workflow.

## Living and Working in Elgin County

Nestled in Southwestern Ontario, St. Thomas offers the perfect blend of small-town charm and big-city convenience.

- **Affordable Housing:** Choose between country living, beachside charm in Port Stanley, or city amenities in nearby London (just 20 minutes away). St. Thomas is growing and thriving with all the amenities you need.
- **Diverse Clientele:** Serve a vibrant community, including Amish, Low German Mennonite, and newcomer families, with a high demand for midwifery care (waitlists of 30-50 clients monthly).
- **Work-Life Balance:** Access scenic outdoor spaces, small businesses, the arts, and a community that truly values midwifery care.



## What We're Looking For

We are seeking a **New Registrant Midwife** who is:

- Passionate about providing high-quality, research based, client-centered care.
- Ready to learn, grow, and thrive in a supportive and collaborative environment.
- Excited to contribute to a practice that values innovation, teamwork, mentorship and supporting one another in this profession.

## How to Apply

If you're eager to start your career in an environment that celebrates and supports your growth, we'd love to hear from you! We are also committed to the new NR hiring timeline and will be following this scheduling for interviews and job offers.

Send your CV to [admin@elgincountymidwives.com](mailto:admin@elgincountymidwives.com), and we will reach out if we'd like to arrange an interview.