

Association of Ontario Midwives Chief Executive Officer

The [Association of Ontario Midwives](#) (AOM) envisions a future where midwives play a pivotal role in decolonized and anti-racist reproductive, pregnancy, birth, postpartum, and newborn care. At the core of their purpose is the commitment to advancing the clinical and professional practice of both Indigenous and Registered midwives. Grounded in this set of values, the AOM strives to provide courageous, compassionate, and principled leadership recognizing the importance of addressing Indigenous issues and racial justice in decision-making processes, and actively promoting and supporting the restoration and renewal of Indigenous midwifery. The AOM provides accessible, high-quality, and responsive services to meet the diverse needs of their membership and foster sustainable midwifery practice.

Respect for dignity, autonomy, cultural safety, and experience is central to the AOM approach. It is within this ethos that the AOM invites applications for the role of **Chief Executive Officer (CEO)**, a position that will have an indelible impact on the future of the organization.

The CEO is responsible for overseeing the implementation of the strategic plan and day-to-day operations of the Association, in partnership with the AOM's elected and appointed leadership. Operating within the framework of the AOM's by-laws and policies, the CEO will provide values-based, strategic leadership in all areas, including planning, governance, policy and operational management, finances, human resources, risk management, legal compliance and stakeholder relations, and advocacy.

Qualifications

The incoming leader must have a deep and abiding commitment to advancing reconciliation and equity, diversity, and inclusion in all its forms and must believe in the importance of leading with curiosity and welcoming ideas that can be synthesized and turned into possibility. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the AOM environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role: A) a university degree, preferably at a Master's level (e.g., MBA, MHA, MHSc, or equivalent experience); B) at least 10 years of progressive senior management experience in the health care, association management, and/or related sectors; C) an understanding of

the principles of Indigenous sovereignty, the recommendations of the Truth and Reconciliation Commission, and the impact of historical intergenerational trauma on Indigenous people, D) an understanding of racial equity and the impacts of structural racism and bias on underserved and underrepresented communities, and; E) demonstrated authentic, inclusive, and ethical leadership while acting as a role model for others and holding oneself and others accountable for actions and results.

This is a hybrid position with the expectation that the CEO attends in-person meetings in Toronto, as required.

The AOM is a pro-choice organization, supporting reproductive choice and access to abortion care.

How to Apply

The AOM recognizes the profound value of a racially diverse, decolonized and anti-racist workplace and midwifery sector, and is committed to actively work to dismantle systemic racism and inequity in the workplace and within healthcare (see AOM's [Racial Justice Position Statement](#) and [Diversity, Equity and Inclusion Position Statement](#)).

*The AOM is partnering with BIPOC Executive Search to ensure an applicant list that is diverse and is as intersectional as possible. **All interested applicants can send their resume to Urmilla Mahabirsingh or Jessica Horton by e-mailing umahabirsingh@bipocsearch.com, or can apply through the BIPOC Executive Search mobile app.***

In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodation be required, please make Urmilla Mahabirsingh or Jessica Horton aware by using the above address.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.
