

Internal / External Job Posting – Manager, Indigenous Midwifery

The Association of Ontario Midwives (AOM) advances the clinical and professional practice of Indigenous and registered midwives in Ontario. We are seeking a Manager, Indigenous Midwifery to join our dynamic and progressive organization for a full-time, permanent position.

Reporting to the Director, Indigenous Midwifery, the Manager, Indigenous Midwifery is responsible for providing culturally safe leadership and oversight of the Indigenous Midwifery team, including hiring and supervision of staff, on-boarding, conducting performance reviews, assigning work and ensuring deadlines are met with work of high quality.

The Manager is responsible for ensuring deliverables and commitments under both the strategic plan and relevant grant proposals are met. The Manager supports the work of negotiations with the Ministry of Health, including bilateral meetings and committee work with the Ministry between negotiated contracts. The Manager plays a key role in supporting the Indigenous midwifery strategy and ensuring that policy, government relations, advocacy, campaigns, communications, social media, public, rights holders and stakeholder relations and marketing activities are aligned with the priorities and needs of Indigenous members and communities.

The successful candidate will have:

- Master's degree in public policy, health or related field; demonstrated achievement in research and policy development is a definite asset
- Minimum 5 years' experience in field directly related to Indigenous Midwifery
- Demonstrated commitment to progressive management
- Experience working with First Nations, Inuit and Métis people in a culturally safe manner
- Experience creating and maintaining relationships with First Nations, Inuit and Métis Rights Holders, Indigenous agencies and organizations
- Demonstrated experience supporting Indigenous staff through strength-based supervision and culturally grounded conflict resolution practices
- Ability to navigate complex stakeholder dynamics with diplomacy, humility and a commitment to relationship repair when tensions arise
- Experience facilitating difficult conversations in ways that honour Indigenous knowledge systems, lived experience and community priorities
- Excellent organizational and project management skills and proficiency managing multiple activities, including those that may have competing priorities and tight time frames

- Strong interpersonal skills, including maturity, diplomacy and ability to foster productive professional relationships with staff, members, stakeholders and Rights Holders
- Excellent initiative and the capacity to work in a self-directed manner demonstrating effective problem-solving skills
- Able to work as a team player in coordinating activities across several departments with sensitivity to balancing and compromising to address competing priorities
- Proven experience fostering psychologically safe teams that build individual strengths and promote mutual accountability
- Demonstrated ability to mediate and resolve workplace conflict in a manner that is culturally safe, trauma-informed and relationship-centered
- Skilled in providing constructive feedback and performance coaching that supports growth, resilience and staff retention
- Strong attention to detail with high level of accuracy
- Strong written and oral communication skills
- Able to display discretion in dealing with confidential documents and information
- Excellent analytical skills
- A working knowledge of perinatal health and midwifery in Ontario; experience as a midwife or knowledge of midwifery is an asset
- A strategic thinker with an understanding of working within an association environment
- Able to work as a team player in the coordination of activities across several departments
- Thorough understanding of health policy development within an association environment
- Highly proficient in Microsoft Office and Asana (or equivalent project management tools) in a networked environment
- Experience in a not-for-profit environment is an asset

Position Responsibilities

Shared responsibilities

- Provides culturally safe service and employs humility when working collaboratively across the organization, particularly with the Indigenous Midwifery (IM) and Health-Care Equity, Quality and Human Rights (HEQHR) departments
- Recognizes and affirms the unique strengths, lived experiences and professional contributions of colleagues, fostering a supportive and collaborative work environment
- Supports a workplace that is respectful and inclusive; and specifically, works to fulfil the expectations described in the AOM's Anti-Oppression, Diversity, Equity and Inclusion Policy including the rights of First Nations, Inuit and Métis people
- Engages in organizational trainings and opportunities to promote cultural safety and positive work environments within and across teams

- Works collaboratively within and across teams to ensure high quality programs and services for members
- Provides support to other members of the staff team during periods of high workload
- Supports a workplace that is healthy and safe by engaging in health and safety activities and monitoring the workplace for and reporting hazards to physical and mental health
- Attends and participates in staff and team meetings
- Develops an annual work plan with their director, in the context of the AOM strategic plan
- Ensures coverage of AOM core programs/services during vacations/leaves of other staff
- Assists with AOM conference or conference-related work, as requested
- Contributes to content for communications or publications (this will include a variety of communication tools and strategies, such as web content, newsletters, member emails and content for either member or public consumption) as requested
- Monitors and contributes updates to the AOM website as required
- Ensures all external communications comply with AOM Communications Standards
- Ensures appropriate level security of information stored within the AOM

Managerial responsibilities

- Coaches staff through challenges by building on their demonstrated strengths, skills and leadership potential, supporting professional growth and confidence.
- Using progressive management practices, coaches staff, addresses conflict proactively and constructively and contributes to a psychologically safe work environment where staff thrive and work goals and objectives are met.
- Manages assigned staff, ensures individual work plans are aligned with the strategic plan and delegates work based on key strengths.
- Manages the recruitment, on-boarding and performance management of assigned staff as required.
- Proactively identifies and addresses interpersonal or team conflicts using culturally responsive, trauma-informed and restorative approaches that prioritize relationship repair and shared understanding.
- Creates individualized development opportunities that align staff strengths and interests with organizational priorities and strategic goals.
- Facilitates constructive feedback conversations that are clear, compassionate and solution-focused, ensuring accountability while maintaining trust and respect.
- Establishes team norms and processes that promote psychological safety, open communication and collaborative problem-solving.
- Manages the assigned staff using the parameters set out in the AOM Human Resources Policies and/or current best practices in the organization.
- Works to achieve strategic planning priorities by establishing individual annual work plans for assigned staff, team plans, timelines and critical paths, and work plans for assigned committees, work groups and task forces.
- Communicates and coordinates with staff in other departments in a manner that

- facilitates the collaboration of work between departments and staff.
- Communicates and coordinates with other managers and directors in a manner that facilitates the consistency of management approach between departments.
 - Ensures that all materials, publications and communication produced by the department leaving the AOM office are accurate and meet brand standards.
 - Makes decisions about service-related issues and ensures that the Director is aware of any known sensitive/political issues within the AOM.
 - Ensures department staff understand and work within parameters set out in AOM policies
 - Manages/coordinates projects as assigned.
 - Submits information necessary for bookkeeping and accounting systems, in a timely manner, to the bookkeeper and other finance staff as required.
 - Provides regular updates and reports on HR to the Director and participates in decision-making as it relates to recruitment, hiring, performance evaluation, discipline and termination of staff.
 - Provides, on a minimum basis, monthly reports to the Director on the status of strategic planning, priorities and HR matters.
 - Works with Director to develop annual department budget; maintains budget and manages yearly spending, liaising with accounting staff when appropriate.
 - Ensures program budget targets (revenue and expenses) are met.
 - Works with the Director to develop funding proposals.

Specific Indigenous Midwifery Department Responsibilities

- Proactively identifies and drives the AOM's Indigenous midwifery strategy and makes recommendations to the Director.
- Keeps current with key issues affecting the AOM, Indigenous midwifery and Indigenous health care in the province, nationally and internationally.
- Supports alignment between departmental priorities and team capacity by identifying and leveraging individual staff strengths in project assignments and external engagement.
- Navigates sensitive or politically complex issues with diplomacy and relational accountability, supporting constructive dialogue among internal and external stakeholders and Rights Holders.
- Provides leadership in addressing emerging tensions related to Indigenous midwifery strategy through collaborative problem-solving and strengths-based engagement.
- In collaboration with the Communications team, manages the development of materials to assist members with issues related to communications and media relations regarding Indigenous midwifery, Indigenous cultural safety, understanding of negotiations with government, etc.
- Works closely with the Government, Labour and Public Relations (GLPR) team.

- Writes presentations or creates slide decks for diverse audiences, including the Ministry, the Board of Directors, the AOM Conference, the Rights Holders and related Indigenous stakeholders, the MEP, IMPP, CMO.
- Prepares and delivers presentations on Indigenous midwifery work at Board meetings, member meetings, conferences or other venues as required.
- Maintains working relationships with stakeholders and represents the AOM on external working groups and projects as assigned.
- Maintains relationships with key legacy media outlets, Indigenous journalists and journalists supportive of Indigenous health and midwifery issues.
- Assists the management team with strategizing the development of AOM grant proposals, research papers and position papers to the government and outside bodies.
- Develops or assigns the development of discussion papers, briefing notes and background summaries on key risk related policy issues impacting Indigenous midwifery and the AOM.
- Conducts and/or assigns research and provides analysis and/or summaries of key Indigenous midwifery research issues and policy directives to the Director.
- Supports the government relations work of senior management through research, strategizing, preparing materials and attending meetings.
- Supervises student interns as required.
- In collaboration with the communications department, develops and/or assigns the development of various communication products such as:
 - the Annual Report
 - the Midwifery Memo
 - key speeches by AOM leadership

Salary: The range is \$91,738 to \$137,606 per year with an expected starting salary of approximately \$95,000 to \$115,000 depending on qualifications.

Duration and Work Hours: This is a full-time, permanent position. It has a 35-hour work week with an expected start date in **April 2026**.

Location: This position is remote; however, the successful candidate will be required to work on-site as needed, typically a few days per month.

Artificial Intelligence: AI may be used to assist with the selection process, however, decisions will be made by human resources staff and the hiring committee.

Interested candidates are to submit a cover letter and resume to the attention of the Manager, Indigenous Midwifery Hiring Committee at indigenous.midwifery@aom.on.ca with the subject line “Manager, Indigenous Midwifery” by **11:59 p.m. on Thursday, March 19, 2026**.

The AOM is committed to inclusive and accessible employment practices. We welcome and encourage applications from individuals who reflect the broad diversity of communities with which we work and provide appropriate accommodations as required. Please contact HR at hro@aom.on.ca to request accommodation.

The AOM is a pro-choice organization, supporting reproductive choice and access to abortion care. This position offers an excellent and dynamic work environment that promotes collaboration, professional development and work life balance.

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 the AOM's [Racial Justice Position Statement](#) and [Diversity, Equity and Inclusion Position Statement](#)). Applications will be held confidential, shared with the selection committee only, and used only for the purposes of selection for this position.

Due to the anticipated number of applications, we regret that we can only reply to those candidates who will be selected for an interview, but we thank all applicants for their interest in this position.