



Norfolk Family Health Team

**105 Main Street
Delhi, ON N4B 2L8
Phone: (519) 582-2323**

Position: Primary care team-based prenatal and postpartum Registered Midwife 1.0 FTE (37.5 hours/week)

The Norfolk Family Health Team (FHT) is a leading provider of quality health care and transformative support to people who face social, economic and other systemic barriers. This is done through primary health and chronic disease services; health promotion and education; outreach and social supports; and mental health services. Individuals have access to family physicians, nurse practitioners, registered midwives, registered nurses, lactation consultants, social workers, medical office assistants, registered dietitian, occupational therapist, kinesiologist and pharmacist. The NFHT is housed in the Delhi Community Health Centre which is home to a pharmacy, community lab and ultrasound services as are a variety of other community services intended to enhance the overall health and wellness of men, women, children and families. We will soon be relocating to a newly renovated site in Simcoe, Ontario. Secondary sites can be found in Port Rowan and Brantford, Ontario.

In 2018, the Ministry of Health and Long-Term Care (MOHLTC), in collaboration with the Association of Ontario Midwives (AOM), introduced funding for Expanded Midwifery Care Models (EMCMs), to enable community-based midwifery services to be delivered in a wider variety of settings. The NFHT applied for and received funding for an EMCM and the Norfolk Prenatal and Newborn Health Program (NPNHP) was started in 2019. Our program has grown and we were approved for funding to expand our team in November 2023.

An immediate need exists for one full-time Registered Midwife. The Registered Midwife will be working primarily out of the Delhi/Simcoe site and provide home visits but may occasionally cover other sites as well. The successful candidate must be available to work days and some evenings with the flexibility to cover additional shifts as required. Please note the schedule and hours of work may change due to operational requirements.

We believe in work-life balance and offer:

- A competitive salary with benefits
- Membership in Healthcare of Ontario Pension Plan (HOOPP)
- Flexible work schedule

General Overview:

The Registered Midwife will work as a primary care provider and will provide prenatal care, dyad-based postpartum care (including home visits), breastfeeding support, reproductive care, expanded well-baby care beyond 6 weeks with immunizations and group education. There will be a focus on disease prevention, health promotion and education. The Registered Midwife working in this role will NOT be attending births and there will be no on-call work. The Registered Midwife will work a combination of days and evenings, based on client need(s) and the scheduling of educational and support groups. There is flexibility in how these hours are arranged.

Responsibilities:

The Registered Midwife:

- Will provide primary prenatal and postpartum/newborn care for clients and their babies, including pregnant people deemed high risk in collaboration with the Program Lead Midwife and Program Consultant OB.
- Will provide breastfeeding support.
- Will provide reproductive care and contraceptive education.
- Will offer one-on-one support and education.
- Will develop and facilitate educational groups, workshops and presentations.
- Will consult and work collaboratively with the program consultant physician, interprofessional primary care team and appropriate community health and social service agencies, in addressing identified client needs to ensure effective and timely communication and continuity of client care.
- Opportunity to work within an expanded scope of practice under medical directives. This work may include contraceptive prescribing, IUC/Nexplanon insertions, pregnancy vaccinations, expanded prescribing, and well-baby care including vaccinations >6 weeks
- Will actively participate in the planning, development, implementation and evaluation of the program and act as a liaison with partner/referring agencies
- Facilitate client referrals to appropriate internal and external health and social services, including diagnostic services, support programs, and community-based health agencies.
- Provide health education and health promotion that are responsive to client needs.
- Attend all relevant planning meetings and support with clinical flow.

Requirements:

- Graduate of a Canadian University Midwifery Education Program or a qualification equivalent to in accordance with the College of Midwives of Ontario (CMO)
- Active member with the CMO
- Member in good standing with the Association of Ontario Midwives (AOM)
- Current certification and maintenance of CPR for Health Care Providers and Neonatal Resuscitation certification (NRP)



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- Minimum of three years' experience working as a Registered Midwife
- Demonstrated experience not only in the provision of low-risk, but also complex prenatal and post-partum care for pregnant clients and their babies
- Demonstrated experience providing in reproductive care
- Strong clinical, organizational and interpersonal skills
- Experience developing educational groups and workshops and facilitating the same
- Experience and skills in motivational interviewing
- Committed to Best Practice in client-centered care
- Exceptional documentation skills and attention to detail
- Exceptional communication skills
- A positive and professional attitude with energy for new ideas and program development
- Excellent time management skills with an ability to multi-task and effectively set priorities
- Demonstrated ability to work independently as well as a part of a diverse and interprofessional primary care team
- Flexibility and adaptability
- Lactation Consultant with an International Board-Certified Lactation Consultant (IBCLC) certificate is an asset
- Working knowledge of Microsoft Office suite, including Word, PowerPoint, Microsoft Teams, Canva, Zoom is an asset
- Additional certifications/training in IUC removal/insertions or contraceptive counselling is an asset
- Experience in new program development and program evaluation is an asset
- Experience in and/or familiarity with rural medicine is an asset
- Familiarity and comfort working within an EMR system is an asset (Practice Solutions Suites-Telus)
- Multilingualism (e.g., French, Polish, Hungarian, Plaudietsch) is an asset

To apply: Please email a cover letter and resume to **Roxanne Pierssens-Silva, Executive Director at Roxanne@NorfolkFHT.ca**. Applications will be accepted until the position is filled.

The Norfolk Family Health Team is dedicated to building an organization that reflects the diversity of our clients and the communities we serve. This includes diversity in languages spoken, culture, race, sexual orientation and gender identity. Requests for accommodation due to disability can be made at any stage in the recruitment process. We thank all applicants for their interest but only those selected for further consideration will be contacted.