



Opportunity Profile

Executive Director

The National Council of Indigenous Midwives



Become the National Council of Indigenous Midwives' new Executive Director!

The National Council of Indigenous Midwives has engaged Evenings & Weekends Consulting (E&W) to lead the recruitment process for their next Executive Director. [Apply directly here.](#)

For more information about this opportunity, please contact Laëtitia Eyssartel, Co-Managing Director at E&W at laetitia@eveningsandweekendsconsulting.com.

About the National Council of Indigenous Midwives

The National Council of Indigenous Midwives (NCIM) exists to promote excellence in reproductive health care for Inuit, First Nations, and Métis women. Officially established on November 11, 2008, NCIM advocates for the restoration of midwifery education, the provision of midwifery services, and choice of birthplace for all Indigenous communities consistent with the U.N. Declaration on the Rights of Indigenous Peoples.

As active members of the Canadian Association of Midwives (CAM), NCIM represents the professional development and practice needs of Indigenous midwives to the responsible health authorities in Canada and the global community. NCIM membership currently consists of approximately 120 Indigenous midwives, midwife Elders, and student midwives.

Our Core Values: Recognizing that the good health and well-being of Indigenous parents and their babies is crucial to the empowerment of Indigenous families and communities, NCIM upholds the following Core Values.

- Healing
- Respect
- Autonomy
- Compassion
- Bonding
- Breastfeeding
- Cultural Safety
- Clinical Excellence
- Education
- Responsibility

NCIM is a non-incorporated, self-governed national organization and shares infrastructure with CAM. NCIM is led by a volunteer Core Leadership Circle. You can meet the Core Leadership Circle members [here](#).



About the Executive Director Role

This role is a great opportunity for a collaborative, thoughtful, adaptable and highly organized leader who is passionate about advancing the promotion and access to culturally safe sexual and reproductive health services for Indigenous families.

As the Executive Director you will play a critical role to ensure the smooth running of the organization and day-to-day operations, as well as supporting and leading a staff team of 6 who work closely with various teams at CAM (i.e. finance, communications, fundraising, administration, etc.).

Working within an Indigenous governance framework the successful candidate will carry knowledge of Indigenous ways of following process and protocols based in community. You will have experience working for an Indigenous organization and with Indigenous communities at all levels, including experience working on the ground in community or frontline work. Ultimately, NCIM is looking for an ED with a strong ability to build relationships with external constituency groups and communities.

In this role, you will work closely with NCIM co-Chairs, the Core Leadership Circle members and CAM's Executive Director to advance NCIM's mission and vision.

Responsibilities (include, but are not limited to)

Strategic Leadership

- Support with organizational strategic planning processes
- Develop and oversee the implementation of annual work plans that are in line with strategic goals and objectives
- Work with the Core Leadership to implement mitigation strategies regarding potential liability and risks
- Work with the Co-Chairs to ensure sound governance and to organize the Annual General Meeting and other relevant events
- Oversee the development of policy and procedural documents for NCIM that supports the approved governance model

Fundraising & Communications Strategy

- Oversee the development and implementation of a fundraising strategy that support NCIM's goals and long term financial sustainability
- Manage relationships with donors and partners
- With support from CAM's Communications & Events team:
 - Oversee all communications and public relations/marketing strategies and tactics (website, social media, newsletter, brochures, etc)
 - Ensure media requests are addressed/forwarded to appropriate NCIM spokespeople
 - Liaise with CAM's Director of Policy & Communication to ensure appropriate communication supports are in place to advance the mission and objectives of NCIM
- Act as a spokesperson for NCIM and represent the organization at community events to enhance NCIM's profile and presence when appropriate

Community Relations & Program Management

- Build and nurture relationships with partners and community members, including government agencies, donors, members and other Indigenous health organizations
- Liaise with Program Development experts to identify and recommend programming opportunities that support the overall mission and objectives of NACM and to develop project proposals
- Design and lead the membership recruitment, retention and engagement strategy
- Oversee the planning, implementation, and evaluation of NACM's programs and ensure compliance with donor requirements.
- Design and implement strategies to further advance equity, diversity, inclusion and accessibility (both internally and externally)

Financial & People Operations Oversight

- Work collaboratively, motivate and support a high performing team in a hybrid/geographically spread work environment
- Develop effective and transparent communication systems at all levels of the organization
- In consultation with CAM's Executive Director, determine staffing requirements, and recruit, interview and select well-qualified staff and/or consultants as required.
- Ensure new staff members or consultants receive orientation and appropriate training in accordance with organizational standards
- Implement the human resources policies, procedures and practices of the organization
- Oversee performance management processes for staff
- Manage and/or oversee consultant contracts and relationships/contracts with suppliers
- Participate as a member of the management team in the following processes: budget development, operational planning, priority development and the development of human resources policies and procedures
- Oversee the development of the annual NCIM general operations budget.
- Work closely with CAM's Finance team to track budgets (operational and programs) and review monthly financial reports
- Liaise with CAM's Director of Finance to ensure NCIM financial management needs are met

Job Requirements:

- Prior experience in a leadership capacity in an Indigenous led and/or focused not-for-profit/organization
- Your leadership and approach to the work is led by the seven sacred teachings, guiding principles of two eyed seeing, cultural foundation and recognition of voice
- Demonstrated success working with First Nations, Inuit and Métis communities
- Demonstrated success in developing and implementing fundraising strategies
- Strong ability to build relationships & effective and reciprocal working partnerships with a wide range of constituency groups including Federal government, local band councils and committees, Provincial and territorial organizations
- A strong commitment to advancing justice, equity, accessibility and inclusion both internally and in the way programs and activities are designed and led
- Well-developed leadership skills with the ability to work collaboratively with others, share leadership, motivate a diverse team in a hybrid/geographically spread working model
- Demonstrated ability to develop and implement strategic plans and priorities
- Excellent problem-solving and decision-making skills to assess challenges, develop solutions and assess and mitigate risk
- Strong knowledge of cultural safety and ability to work closely with diverse Indigenous communities (First Nations, Metis, Inuit)
- Demonstrated knowledge of social and political contexts that impact health policy and service delivery and more specifically Indigenous health
- An understanding of the landscape of midwifery and Indigenous midwifery
- Ability to navigate and support teams navigating stressful and/or conflict situations
- Excellent written and verbal communications skills (English)

Assets:

- Prior experience in working with communities and advocating for culturally safe sexual and reproductive health for Indigenous families, the return of birth to Indigenous communities, and a reduction in the number of medical evacuations for births in remote areas
- Knowledge of the profession of midwifery in Canada
- Ability to hold work related conversation in an Indigenous language or French
- Prior experience working with a membership based organization

Required Qualifications & Critical Commitments

- The legal authority to work in Canada
- An ability to travel to various places across Canada
- Ability to work in the evenings and weekends when required

Salary range: \$120,000 + extended health benefits (at start) based on a 5 day work week (35 hours per week).

Location: Remote. Travel within Canada is required from time to time.

Vacation: 4 weeks

Paid Leaves: 2 personal days, 5 family days, 10 sick/wellness days

Term: Full-time Indefinite

Posting Details

The posting closes on Monday November 4 at 10 AM ET. We strongly encourage applications from First Nations, Inuit and Métis People, especially those that identify as women, folks living with disabilities, and diverse sexual and gender identities.

Don't be too concerned if you don't tick all of the boxes when it comes to the requirements that we've outlined - especially if this role really excites and interests you. We would still love to hear from you.

If you require accommodation for the job application process, do not hesitate to contact laetitia@eveningsandweekendsconsulting.com.

The Selection & Interview Process

- Please submit your application through our portal here. You will be asked to submit the following:
 - Your Resume
 - A letter of interest, which should include:
 - What do you see as the issues that NCIM addresses, what connects you to these issues, and what motivates you to join the organization
 - The relevant experience and/or skills that you feel you can contribute to NCIM
 - Your understanding and commitment to advancing justice and equity in the context of culturally-safe sexual and reproductive health care for Indigenous families
 - You will also be asked to answer some questions through the application portal
 - If you are legally entitled to work in Canada
 - Your postal code
 - If you identify as First Nations, Inuit or Métis
- Candidates will be pre-screened by Evenings & Weekends Consulting (which may include scheduling a short intro call with prospective candidates). Our team will then present a short list of up to 10 candidates to NCIM's hiring committee.
- Each selected candidate will be invited to join one to two virtual interviews with the hiring committee in November (dates to be confirmed)
- Preparing for an interview takes time and labour, so candidates who interview with NCIM will be compensated at a fixed rate of \$50 per interview. Questions will be provided ahead of time so candidates are able to prepare for the interview as they see fit.
- Note: Evenings & Weekends Consulting and NCIM may only be able to meet with applicants selected to move forward in the hiring process, but Evenings & Weekends Consulting will provide an update on the outcome of the process to all applicants.



About Evening & Weekends Consulting

Evenings & Weekends Consulting was created to support emerging organizations, activist groups, charities, labour unions, academic institutions and community groups by combining our experience and expertise with theirs, as we work together to solve problems, seize opportunities and make good change happen.

As a values-driven consultancy, we are committed to advancing equity, justice and social change through ongoing collaboration.

We recognize that every situation, campaign, initiative and project is different, so we approach each with the uniqueness and curiosity that it deserves. Our clients get innovative and effective solutions tailored to their specific needs.