



Midwife - Orillia Midwives

Job Number: J0226-0880

Job Title: Midwife - Orillia Midwives

Department: Affiliated Opportunity

Job Type: Temporary Full Time

Action Required:

Creating a new position

Approximate End Date: March 31, 2027

Job Category: Affiliated Opportunities

Open Positions: 1

Date Posted: February 26, 2026

Closing Date: March 5, 2026

Salary: \$137,760.00/Year

Position Summary

The Regional Mobile Perinatal and Reproductive Healthcare Midwife will provide direct, mobile clinical midwifery care to individuals seeking perinatal, newborn, and reproductive health services as part of a new and innovative pilot project. In addition to clinical responsibilities, this position will contribute to project planning, implementation, and evaluation to support the successful launch and operation of the Regional Mobile Perinatal and Reproductive Healthcare Pilot Project.

This pilot is a collaborative initiative with leadership support and oversight provided by the Women and Children's Health Network (WCHN) and BANAC Mamaway Wiidokdaadwin (BANAC). All work is grounded in the principles of Indigenous Health in Indigenous Hands, which guide the approach and partnerships within this project.

This temporary Midwifery position will support the pilot from March 2026 to March 31, 2027. The role will operate as an extension of the Orillia Midwives and will work closely with project teams from BANAC, Orillia Midwives, WCHN, OSMH, and other community partners. The role will provide project oversight in collaboration with a multidisciplinary project team to ensure effective implementation of this piloted model of care.

Key Responsibilities

- Provide direct clinical midwifery care within the mobile perinatal, newborn, and full spectrum reproductive health (inclusive of abortion care) pilot model.
- This role will require travel across the region to provide clinical mobile care and on call duties to support clinical needs.
- Oversee day to day project activities and respond to inquiries from families, clinicians, and community partners.

- Lead project meetings in collaboration with the BANAC Coordinator, ensuring follow up on action items and ongoing communication with project executive sponsors and project team members.
- Lead the development, implementation, and evaluation of clinical policies, documentation, pathways, and guidelines, as needed.
- Meet with clinical programs and service partners as required to support integrated care
- Build strong relationships and collaborate with regional partners to support coordinated service delivery.
- Support mobile clinic setup, and other operational requirements.
- Coordinate daily clinical operations of the mobile clinics and provide leadership oversight for the pilot in partnership with Orillia Midwives.
- Triage calls, screen and route patient and provider inquiries, and perform leadership duties as needed.
- Support in resolving complaints, patient care concerns, operational issues, and utilization management.
- Establish expectations for professional development and ongoing competency for midwives participating in the pilot.
- Ensure efficient and appropriate use of resources (e.g., diagnostic testing, mobile clinic locations, scheduling).
- Participate in WCHN's Regional Midwifery Community of Practice and share updates about the pilot across relevant committees and tables.
- Oversee performance measurement and reporting duties for the project.
- Perform clinical midwifery duties and all other duties as assigned to support the successful rollout and sustainability of the mobile perinatal and reproductive healthcare model.

Qualifications

Education and Required Registrations/Credentialing

- Registered Midwife in good standing with the College of Midwives of Ontario.
- Active member of the Association of Ontario Midwives (AOM) required.
- Active member of the credentialed staff at Orillia Soldiers' Memorial Hospital required (or willingness to obtain credentialing upon hire).

Experience

- Experience providing full scope midwifery care in both community and hospital settings, minimum five years required
- Experience working within interprofessional teams and collaborating with regional partners.
- Experience with policy development, clinical documentation, or quality improvement initiatives is an asset.
- Experience supporting or leading new program implementation, mobile health services, or project-based work is considered an asset.
- Leadership experience initiating and leading projects an asset.

Job Knowledge

- Demonstrated knowledge and experience in inpatient and outpatient care, including collaboration with hospital- and community based teams.
- Strong understanding of perinatal, newborn, and reproductive healthcare across the full spectrum of midwifery practice.
- Training in contraception counselling, IUD insertion and Nexplanon insertion and ultrasounds an asset
- Working knowledge of hospital operations, credentialed staff functions, and interprofessional care pathways.
- Familiarity with mobile or community based clinical service delivery considered an asset.
- Understanding of Indigenous health principles and commitment to culturally safe care, particularly within Indigenous led models.

Skills, Traits and Initiative

- Excellent communication skills, with the ability to engage effectively with patients, families, clinicians, and community partners.

- Ability to foster a collaborative, supportive team environment within a new and evolving model of care.
- Strong organizational and problem solving skills, with the ability to manage competing priorities in a mobile clinical setting.
- Demonstrated leadership abilities, including decision making, conflict resolution, and professional practice support.
- Commitment to high clinical standards, continuous quality improvement, and safe, patient centered care.
- Aligns with and respects the principles of Indigenous Health in Indigenous Hands.
- Comfort working in a pilot environment that requires adaptability, innovation, and initiative.
- Must be able to meet the physical and emotional responsibilities of the role, including standing and walking for extended periods, frequent and repetitive pushing, pulling, bending, and lifting up to 50 pounds, as well as safely operating equipment.
- Effectively prioritizes workload, adapts to changing priorities, and remains composed in fast-paced environments.
- Works independently with sound judgment, while remaining flexible to meet regional needs.
- Demonstrates understanding of, and commitment to, equity, diversity, inclusion, and psychological safety.
- Upholds professionalism, ethical conduct, confidentiality, and respectful interactions.
- Demonstrates a commitment to ongoing professional and personal development through continuous learning and reflective practice.
- Maintains clinical knowledge and skills in accordance with professional standards, regulatory requirements, and evidence-informed practices.
- Maintains active registration and good standing with the appropriate regulatory college, where applicable.
- Applies critical thinking and sound clinical judgment to deliver safe, effective, and patient-centered care.
- Follows all clinical protocols, infection prevention and control practices, and safety procedures relevant to the role.
- Documents care and clinical activities accurately, clearly, and in accordance with hospital and regulatory requirements.

Other

- Demonstrates a commitment to ongoing professional and personal development through participation in continuing education and self-directed learning opportunities

Team Member & Client Safety

All team members share responsibility for maintaining a safe environment for clients, families, and colleagues. This includes active participation in organizational safety programs, infection prevention practices, and reporting procedures.

Responsibilities include:

- Reporting unsafe conditions.
- Wearing appropriate Personal Protective Equipment (PPE) as required.
- Assisting in the reporting and investigation of safety-related incidents.
- Reviewing and following relevant policies and procedures
- Maintaining patient and Hospital confidentiality at all times
- Responding appropriately to emergency codes.
- Participating in quality improvement and safety initiatives, as required.

Physical Demands

General mobility with combination of sitting, walking, lifting, and standing. Requires driving across region.

Organization Values

All team members are expected to demonstrate behaviours consistent with the organization's mission, vision, and values. This includes fostering respectful and positive relationships, contributing to a safe and supportive workplace, and representing the organization with professionalism and compassion in all interactions.

Engagement

This position requires regular interaction with a variety of individuals both within and outside the organization, supporting collaboration and effective communication.

Internal: Engages with all team members across departments through in-person interactions, phone, and email to support collaboration and ensure the smooth delivery of services.

External: Communicates with key stakeholders, community partners, patients, and families as required, using in-person meetings, phone,

and email. Interactions are carried out with professionalism, empathy, and respect, in alignment with the hospital's values and commitment to patient and family centered care

Working Conditions

This position may involve one or more of the following environments: Direct client care in a clinical setting; professional office environment or a professional office environment within a clinical setting.

If you are interested in joining our team, please apply online before 11:59 pm on the posting close date. Incomplete submissions will not be considered. We thank all applicants, however only those selected for an interview will be contacted.