



Policy Analyst, Indigenous Midwifery

The Association of Ontario Midwives (AOM) is seeking a Policy Analyst, Indigenous Midwifery during an exciting period of growth, challenge and opportunity in Ontario. The AOM is committed to supporting Indigenous/Aboriginal midwives working within the exception clause in the Midwifery Act and those working within the regulated model. As part of the strategic plan, the AOM supports the expansion of Indigenous midwifery programs and increasing the number of Indigenous midwives working in Indigenous communities.

Reporting to the Manager, Indigenous Midwifery, the Policy Analyst is responsible for working collaboratively with the AOM's Indigenous Midwifery team to ensure:

- Alignment with the AOM's strategic and operational plan;
- Preparation of policy papers, presentations, briefing notes and background summaries on current Indigenous midwifery developments both at a provincial and federal level to support the advancement of Indigenous midwifery work at the AOM;
- Collaboration across AOM departments to support ongoing work related to the advancement of Indigenous midwifery;
- Support and writing of proposals, reports to the AOM Board of Directors, internal reports to staff, articles in newsletters, communications to Indigenous midwives and communities, and/or documents intended for the website.

The successful candidate will have the following **key competencies**:

- Experience working with/for Indigenous communities/organizations in the area of health with a proven track record of building collaborative and accountable relationships;
- Lived experience or knowledge of the consequences of the colonization of Indigenous people, including the impact of pervasive racism and trauma on both an individual and structural level is desirable;
- Excellent written and oral communication skills;
- Demonstrated strength in research and policy analysis, including the development of policy recommendations;
- In-depth knowledge of cultural protocols, history and cultural values of Indigenous people;
- Ability to demonstrate culturally safe communications with Indigenous peoples;
- Strong understanding of the intersectional nature of the social and cultural determinants of Indigenous health;

- Ability to build trusting relationships with members, rights holders and stakeholders by having the skill set to bridge the gap between Indigenous ways of communication and non- Indigenous ways of communication;
- Ability to work independently on own initiative as well as collaboratively in a team environment is required;
- Excellent interpersonal skills, including maturity, diplomacy, political acumen and ability to create positive and professional relationships with all stakeholders is required;
- Experience working in the area of midwifery is an asset.

This full-time position, based in Toronto, offers a salary competitive with similar positions offered in professional associations, and a competitive benefits package.

Interested candidates should send a resume by **12:00 p.m. Friday, December 4th, 2020** to: Leila Monib, Manager, Indigenous Midwifery c/o Pauline Matthews, Administrator:

Email: Pauline.Matthews@aom.on.ca

Subject heading: Policy Analyst, Indigenous Midwifery

The AOM encourages Indigenous, First Nations, Inuit and Métis applicants to apply for this position. Please self-identify in your cover letter.

The Association of Ontario Midwives 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. The AOM welcomes applications from people with disabilities and, as such, if you require an accommodation to fully participate in our application or hiring processes, appropriate accommodations will be provided as required. Please contact Leila.Monib@aom.on.ca regarding your request.

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

Resumes received will be held confidential, shared with the selection committee only, and be used only for the purposes of selection for this position.

For more information on the Association of Ontario Midwives, visit ontariomidwives.ca.

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.