

College of Midwives of Ontario

Position: Director, Professional Practice and Policy

Job type: 1 FTE (37.5 hours/week) – 12-month fixed term contract

ABOUT THE POSITION:

The purpose and mandate of the College of Midwives is to protect the public by making sure all midwives, operating in the province, are ethical, competent, and accountable. We have been the regulating body in operation since 1993 and we are a collaborative team that works together to make sure the College fulfills its mandate of regulating in the public interest.

The College is seeking a Director, Professional Practice and Policy on a 12-month contract to provide leadership and strategic direction to the Professional Practice, Regulatory Policy, and Quality Assurance portfolios. With knowledge of emerging issues and best practices in midwifery and a strong interest in preventing and removing systemic inequities within policy development and quality assurance programs, the Director will oversee the implementation of the Quality Assurance Program, and will work closely on the development and implementation of revised regulation, policy, practice standards, and guides.

A few key, and upcoming, deliverables include implementation of revised Designated Drug and Substances Regulation, implementation of changes to Schedule 2 of the General Regulation under *the Laboratory and Specimen Collection Centre Licensing Act*, and delivery of annual Peer and Practice Assessments. The Director will also be responsible for organizational and departmental planning, operationalising strategic plans, supervising staff, and leading organizational-wide learning and initiatives.

KEY RESPONSIBILITIES:

Expertise and Leadership

- Oversees direction setting and planning for portfolio and related initiatives and aligns department tasks with College goals and objectives.
- Provides supervision of staff and fosters open and effective communication and collaboration across the department and organization.
- Establishes the standards of professional practice by evaluating, developing and implementing evidence-based recommendations to guide midwifery practice in the public interest.
- Acts as the College's main resource on professional practice, regulatory policy, and quality assurance matters.
- Leads legislative, regulation, and regulatory policy changes to ensure effective College regulation of the profession.
- Ensures policies, procedures and processes are equitable and consistent with the

Regulated Health Professions Act, the Midwifery Act, Standards of Practice, and College Bylaws and leads appropriate change.

- Provides expert professional practice advice and directs risk impact analysis for the purposes of developing policies, guidelines, tools, Standards of Practice as well as systems improvement and knowledge development.
- Monitors provincial legislation, law reform initiatives and the external environment to identify policy issues and opportunities for the College.
- Oversees registrant compliance with annual Quality Assurance Program reporting including: continuing education, professional development, case reviews, and self-assessments.
- Provides leadership for the Quality Assurance Committee and Panels, ensuring decisions are well-informed, fair, and consistent.
- Provides policy support and expertise to staff, Council, Committees, and working groups.
- Responsible for the department's budget, data and information management, and reporting.
- Builds and maintains strong relationships with relevant partners to advance the mandate of the College.

QUALIFICATIONS & COMPETENCIES

- Degree / post graduate degree in a relevant field such as public administration, public policy, public health, research, or law.
- A midwife with knowledge of current midwifery regulation and practice.
- 5 to 10 years professional / practice experience within a challenging regulatory, charity or similar environment.
- 5 years in progressive leadership/senior management roles in a related field
- Excellent analytical skills with the intellectual ability to assess complex legal, policy and procedural documents and issues, and make recommendations for action.
- Proven strategic planning, project management and organizational reporting skills.
- Ability to apply an intersectional equity lens to policy and program analysis and development.
- Ability to motivate and develop staff and promote high levels of performance.
- Ability to work under pressure, make decisions and to solve problems.
- Excellent influencing, relationship management and interpersonal skills.

THE POSITION PACKAGE INCLUDES:

- Salary – \$123,580 - \$147,060 depending on experience
- Excellent benefits including vision and health insurance
- Five weeks paid vacation
- Personal/Sick Days offered
- One extra paid week off over the December Holidays

HOW TO APPLY

The deadline for applications has been extended to Wednesday, September 6th 2023. Please submit your Cover Letter and Resume to Lieran Docherty, Director of Operations at L.Docherty@cmo.on.ca by Friday August 25th. Applications will be reviewed as they are received and rolling interviews may be conducted. Applicants are encouraged to apply as soon as possible. Please direct any questions about the position to L.Docherty@cmo.on.ca.

At the College of Midwives of Ontario, we are committed to fostering a healthy, positive, diverse, and inclusive work environment. The College recognizes the value of lived, educational, and professional experience in skill building. If you are enthusiastic about this position and believe you have the capabilities and commitment to the objectives, requirements, and responsibilities of the role, but your qualifications do not align perfectly with every requirement in the job description, we encourage you to apply.

In accordance with the *Accessibility of Ontarians with Disabilities Act, 2005* and the *Ontario Human Rights Code, 1990*, we encourage applications from all qualified candidates and will accommodate applicants' needs throughout all stages of the selection process. If selected to participate in the recruitment and selection process, please inform the hiring committee of any accommodations(s) you may require ensuring your equal participation.