

Position Description:
Registered Midwife

Status: 0.2 FTE Part Time
Accountable to: Executive Director
Date revised: July 2026

POSITION SUMMARY

The Midwife is a new role within the Powassan & Area Family Health Team and will provide comprehensive primary care services with a focus on reproductive, prenatal, postpartum, newborn, infant feeding, and women's health. This role does not include attending births. The Midwife will provide care that may include health promotion, education, screening, assessment, counselling, prenatal care, postpartum follow-up, infant feeding support, contraception counselling, menopause care, care coordination, and referral to appropriate healthcare and community services. The Midwife helps individuals and families develop the knowledge, skills, and access to resources needed to enhance health and well-being.

The Midwife will work within an established team-based prenatal and well-baby care model that includes physicians and Registered Practical Nurses (RPNs). The RPNs complete the antenatal forms, provide prenatal assessments and education, screening discussions and referrals, ongoing prenatal monitoring, well-baby assessments, immunizations, and family education. The Midwife will collaborate closely with nursing staff, providing clinical consultation and support, and performing physical assessments during initial prenatal and well-baby visits for participating physicians. Together, the team will provide coordinated, patient-centred care throughout pregnancy, the postpartum period, infancy, and reproductive health transitions.

The Midwife works collaboratively within the interprofessional Family Health Team to improve access to care, support prevention and early intervention, and strengthen continuity across the healthcare system. The role will contribute to the further development of patient navigation and care coordination services, particularly for patients requiring support through pregnancy, postpartum recovery, infant feeding journeys, menopause, and other reproductive health transitions.

The Midwife provides primary care functions and participates in the development, implementation, monitoring, and evaluation of programs and services of the Powassan & Area Family Health Team. Services are provided across multiple clinic locations, and the Midwife may be required to work from any site.

POSITION REQUIREMENTS

The minimum requirements for this position are:

- Must be off-call for worked hours at the PAAFHT

Education and Experience

- Graduate of a Canadian Midwifery Education Program (or equivalent)
- International Board-Certified Lactation Consultant (IBCLC) or equivalent an asset
- Active registration with the College of Midwives of Ontario

- Member in good standing with the Association of Ontario Midwives (AOM)
- Current HIROC Liability Insurance certificate (available for all midwives registered in Ontario through the Global Liability Insurance Program)
- Current certification and maintenance of CPR for Health Care Providers and Neonatal Resuscitation certification (NRP)
- Minimum 3 years' experience as a Registered Midwife
- Experience with low-risk and complex prenatal/postpartum care
- Experience in group facilitation and educational workshops
- Flexibility to work both days and evenings

Knowledge, Skills and Abilities

- Proficient at primary prenatal, postpartum and newborn care
- Experience with Lactation Consultation support
- Demonstrated competence in reproductive health care, including contraceptive counselling and IUD insertion/removal, or willingness to obtain additional training.
- Knowledge of or willingness to develop competencies in well-child assessment and preventive care for children from birth to 6 years of age.
- Develop and facilitate educational groups and workshops
- Collaborate with an interprofessional team
- Participate in program development, implementation, and evaluation
- Refer clients to internal and external health services
- Maintain client-centered care and documentation standards
- Good time management, communication and interpersonal skills;
- Knowledge and proficiency in current, evidenced-based methods and practices of primary care delivery, with an emphasis on health promotion and risk reduction within the scope of midwifery;
- Demonstrated ability to form and maintain helping relationships with patients.
- Ability to work independently; organize daily activities efficiently and effectively and proficiency within a computerized work environment.
- Ability to work effectively as part of an interdisciplinary team
- Proficiency in the use of the computer hardware and software, particularly in Microsoft Word, Excel, Outlook, experience using an electronic medical record preferred;
- Desire and ability to update knowledge and skills through various means including technology-based opportunities, courses, workshops and conferences;
- Exhibit an ability to be open and non-judgmental;
- The Midwife maintains knowledge of the goals and structure of the organization including the policies, procedures and programs offered;
- Superior communication, problem solving and conflict resolution skills;
- English required; French not required but would be an asset.

WORKING CONDITIONS

Work is performed in a variety of settings both within and outside of the four clinics (Powassan, Astorville, South River and Bonfield).

REPORTING RELATIONSHIPS

The Midwife position reports and is accountable to the Executive Director.

PROBATIONARY PERIOD

Three-month probationary period.

The duties and responsibilities described above are representative of the position and are not intended to be all-inclusive. As a new and evolving role within the Powassan & Area Family Health Team, the scope of this position may change over time in response to organizational priorities, best practices, patient needs, and community needs. Employees are expected to demonstrate flexibility and adaptability in supporting programs and services across all Family Health Team sites.