



## **Policy Analyst, Advocacy and Member Engagement**

The Association of Ontario Midwives (AOM) is hiring a Policy Analyst with a focus on government relations, advocacy and member engagement during an exciting period of growth, challenge and opportunity for midwifery. The AOM is committed to the expansion of midwifery, health equity, reproductive rights and to supporting midwives in the provision of optimal care that is responsive to the needs of clients and communities.

### **Policy Analyst, Advocacy and Member Engagement**

Reporting to the Manager, Policy and Communications, the Policy Analyst:

- Analyzes issues, conducts research and drafts reports to tackle problems and provides timely, strategic advice and solutions on key issues including closing the gender pay gap and pay equity, collective bargaining and reproductive rights.
- Analyzes and interprets information, writes persuasive proposals and presents work to diverse audiences.
- Leads consultation and engagement through key informant interviews, focus groups, webinars and committees and task forces.
- Develops policy recommendations, drafts action plans and collaborates with members and stakeholders to implement government relations and advocacy campaigns.

### **Key competencies and areas of expertise**

- Understanding of health equity and human rights and consistently integrates this knowledge into their work, including Indigenous cultural safety and anti-racism.
- Knowledge of midwifery and the health care system in Ontario, association environments and the current political landscape.
- Experience with political advocacy campaigns and government relations.
- Proven initiative-taker who can create work plans to achieve results.
- Exceptional communication and people skills, with an ability to present and explain policy to a wide variety of audiences, including politicians, civil servants, midwives and sector stakeholders.
- Proficient in MS Excel, Word, PowerPoint, Teams and Outlook.
- Excellent analytical skills, leadership and sound judgment.
- A relevant university baccalaureate degree or above or equivalent work experience.

## **Job Specifications:**

This is a full-time one-year temporary contract position.

Starting Salary: \$60,520 to \$75,650 depending on qualifications.

This position is remote / home office based with occasional in-person attendance at meetings at the AOM's offices in Toronto (est. 4 x per year).

## **How to Apply:**

Interested candidates can submit a cover letter and resume to **Mary-Kathleen Dunn** (Acting Manager, Policy & Communications) at [maryk.dunn@aom.on.ca](mailto:maryk.dunn@aom.on.ca) with the subject heading "Policy Analyst".

Applications accepted until **February 3, 2023 at 5:00 p.m.**

The AOM 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 [ingrid.wu@aom.on.ca](mailto:ingrid.wu@aom.on.ca) regarding your request.

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

The AOM is a pro-choice organization, supporting reproductive choice and access to abortion care. This position offers an excellent and dynamic work environment that promotes collaboration and professional development. The organization strives to provide an environment that promotes work life balance.

For more information, visit [www.ontariomidwives.ca](http://www.ontariomidwives.ca).

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

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.