



Expression of Interest (EOI) – (Contractor Position)

Expression of Interest (EOI)

Contractor Position:

Professional Affairs & Policy Advisor (Registered Midwife)

EOI Reference No.

Issue Date: December 9, 2025

Closing Date & Time: December 31, noon PST

1. Introduction

The Midwives Association of British Columbia (MABC) is seeking Expressions of Interest (EOIs) from qualified Registered Midwives to provide professional advisory services on a part-time contract basis (approximately 10 hours per week). This EOI aims to identify capable candidates and gather information that may lead to a contract award.

Submission of an EOI does not create any contractual obligations for MABC.

2. Project / Service Overview

MABC intends to engage a contractor to serve as **Professional Affairs & Policy Advisor**, including but not limited to:

- Providing expert insight into issues affecting midwives' practice environments.
- Contributing to policy, advocacy, and system-level initiatives that strengthen the profession.
- Acting as a trusted resource for members on non-clinical professional matters.

The anticipated contract term is **12 months**, with the possibility of renewal.

3. Scope of Work / Deliverables

Respondents should have the capacity to provide the following services:



Role Purpose

The **Professional Affairs & Policy Advisor** will:

- Provide expert insight into issues affecting midwives' practice environments, including service contracts, workload, and health system integration.
- Contribute to environmental scans, issue summaries, and advocacy briefs to inform strategic decision-making.
- Translate member experiences into evidence-informed positions that support fair compensation, sustainability, and collaborative system design.
- Serve as a trusted resource for members seeking guidance on contract expectations, business practices, and professional roles and responsibilities (excluding clinical, legal, or regulatory advice).
- Offer strategic input on workforce and education planning, including mentorship, preceptorship, and alignment of training with system needs.
- Support quality improvement and clinical governance initiatives where they intersect with professional roles, contracting, and system integration.
- Liaise with Health Authorities and system partners to strengthen contractor roles and promote midwifery inclusion in broader health reforms.
- Promote culturally safe and trauma-informed care practices within professional standards and policy frameworks.
- Participate in collaborative meetings with the Executive Director, Strategic Officer, and MABC staff (virtually or in person, as mutually agreed).

Illustrative Scope of Work

The Advisor's contributions may include:

- Synthesizing member feedback related to system changes (e.g., neonatal pathways, on-call coverage, practice workload).
- Providing professional context for policy and advocacy work related to the Midwifery Main Agreement (MMA) and other contracts.
- Supporting preparation for service contract discussions and member communications.
- Contributing to working groups, issue briefs, and strategic reports.
- Responding to member inquiries and identifying appropriate supports or resources related to non-clinical professional practice, contracting, or business operations.



Specific deliverables, timelines, and priorities will be collaboratively determined with the Strategic Officer and Executive Director upon contracting.

Notice:

This position is an independent contractor engagement and not an employment relationship with MABC. Contractors are responsible for managing their own taxes, insurance, and benefits. Contractors must also provide any tools and equipment required to fulfill the services outlined in the agreement. Please note that this role does **not** include the provision of clinical, legal, or regulatory advice.

4. Submission Requirements

Interested parties are invited to submit an EOI that includes the following:

1. Company/Consultant Information

- Legal name
- Address
- Contact person
- Phone/email
- Website (if applicable)

2. Summary of Qualifications

- Registered Midwife in good standing with BCCNM and MABC
- Minimum five years of midwifery practice experience
- Leadership or liaison experience preferred

3. Proposed Approach

- Summary of how you would deliver the services
- Availability and capacity

4. Pricing Information (Non-binding)

- Compensation will align with the current Registered Midwife sessional rate under the Midwifery Main Agreement (MMA)



5. References

At least two relevant client references

5. Evaluation Criteria

EOIs will be evaluated based on:

- Demonstrated experience and qualifications
- Understanding of service needs
- Capacity and availability
- Value offered
- Quality of submission and references

This EOI is not a competitive bidding process. MABC may choose to move directly to negotiations or discontinue the process.

6. Instructions for Submission

EOIs must be submitted by email to:

Contact Name: Tegan Becker

Title: Strategic Officer

Email: applications@bcmidwives.com

Deadline: Submissions must be received by December 31st, 2025, 12:00 PST
Late submissions may not be considered.

Subject line: **Expression of Interest – Professional Affairs & Policy Advisor**

7. Conditions of the EOI

- This EOI is for information gathering only.
 - No contract will result directly from this request.
 - MABC reserves the right to contact or not contact any respondent.
 - Responses may be used to develop a shortlist for future procurement.
 - Respondents are responsible for any costs incurred in preparing their submission.
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8. Confidentiality

All information submitted will be treated in accordance with BC privacy legislation (FIPPA). Respondents should identify any confidential or proprietary information.

9. Equity Statement

MABC is committed to advancing equity, diversity, inclusion, and cultural safety within the profession and in all areas of its work. We encourage expressions of interest from Registered Midwives of all backgrounds, identities, and regions—including those who bring lived experience as Indigenous, racialized, rural, 2SLGBTQIA+, or internationally educated midwives.

10. Contract Details

- Engagement: Approx. 10 hours per week (0.25 FTE equivalent).
- Duration: 12 months, with potential for renewal based on funding and organizational needs.
- Compensation: Compensation will be provided at the current Registered Midwife sessional rate as defined in the Midwifery Main Agreement (MMA).
- Work arrangement: Primarily remote, with occasional in-person collaboration at MABC's Burnaby office or other agreed locations, BC Based.
- The contractor will operate as an independent consultant, responsible for their own taxes and insurance