

Senior Research and Policy Lead

Indigenous Midwives Council of British Columbia

About IMCBC

IMCBC is the provincial Indigenous voice for midwifery, birth sovereignty, and Indigenous-defined sexual and reproductive health. We are an Indigenous-led organization advancing health system transformation rooted in Indigenous governance, cultural safety, equity, and community accountability.

Are you looking for a chance to lead meaningful, Indigenous-led initiatives that support advocacy, community-grounded knowledge, and lasting health systems change? Our Senior Research and Policy Lead will help shape the future of Indigenous midwifery, research, policy, and data sovereignty in BC.

Type Full-time, permanent

Hours 40 hrs per week · Core hours Mon–Fri 9:30am–2:30pm

Location Remote (BC-based) - Occasional travel to the Burnaby office on the ancestral Coast Salish Territories of the Musqueam, Squamish, and Tsleil-Waututh Nations - Provincial travel in support of community engagement.

Salary \$99,000 – \$121,000 per year (pay range explained below)

The Role

The Senior Research and Policy Lead provides senior-level research, policy, and data governance leadership to support IMCBC's advocacy, Indigenous midwifery initiatives, and health systems work across British Columbia. This is a role for someone equally comfortable working in deep, long-arc research projects and responding to time-sensitive policy deadlines.

What You'll Do

Research and Community Engagement

- Design and lead structured community engagement processes including focus groups, site visits, surveys, and relational meetings
- Lead the research methodology for clinical engagement processes, including those supporting the development of IMCBC's Indigenous midwifery scope of practice statement
- Work alongside the Indigenous Midwifery Officer and clinical leads to ensure research outputs reflect the full scope and significance of Indigenous midwifery practice
- Contribute to developing appropriate frameworks for documenting and reporting Indigenous midwifery care

Policy and Advocacy

- Monitor and analyze provincial and federal policy developments affecting Indigenous midwifery, maternity care, and Indigenous health
- Produce policy briefs, submissions, and briefing notes for audiences including the Ministry of Health, health authorities, regulatory bodies, and the IMCBC Council
- Support preparation of evidence-based materials that inform IMCBC's positions on health system policy and planning
- Work alongside the Indigenous Midwifery Officer to prepare responses to regulatory consultation requests

Environmental Scanning and Knowledge Mobilization

- Establish and maintain an ongoing environmental scan of national and international models of Indigenous and non-Indigenous midwifery care
- Produce accessible briefing documents and summaries that inform IMCBC's advocacy and program development
- Lead the development of culturally grounded educational resources and Indigenous knowledge projects, including projects that draw on Indigenous storytelling methods and traditional knowledge transmission

Research Partnerships and Data Governance

- Identify and pursue new research partnership opportunities aligned with IMCBC's strategic priorities
- Contribute to developing consent frameworks, data sharing agreements, and participation terms that reflect IMCBC's values and data sovereignty position
- Build protocols for how IMCBC engages with external research partners — on IMCBC's terms
- Advise the Executive Officer on data sovereignty issues as they arise in government, regulatory, and academic contexts
- Contribute to grant writing and research funding applications as needed

What You Bring

Required

- A master's degree in public health, health sciences, Indigenous studies, health policy, social sciences, or a related field. Candidates with equivalent combinations of graduate-level training and directly relevant professional experience may be considered.
- Demonstrated experience designing and leading research, including qualitative and/or community-based participatory methods

- Familiarity with OCAP® principles or other Indigenous data sovereignty frameworks, and a clear commitment to Indigenous-led approaches to research and knowledge
- Strong analytical writing skills, with the ability to produce research summaries, policy briefs, and evidence syntheses for diverse audiences
- Experience managing complex, multi-partner projects with competing timelines
- Demonstrated knowledge of the historic and ongoing impacts of settler colonialism on Indigenous health in BC, and a clear commitment to Indigenous-specific anti-racism and cultural safety
- Familiarity with BC's legislative and policy commitments to reconciliation, including DRIPA, UNDRIP, the TRC Calls to Action, and In Plain Sight

Preferred

- Indigenous identity, or deep, demonstrated experience working within Indigenous governance and community contexts in BC in a non-extractive, relational way
- Familiarity with Indigenous reproductive justice and birth sovereignty frameworks, and the broader movement context in which Indigenous midwifery is situated
- Knowledge of the BC and Canadian midwifery or maternity care landscape, including regulatory bodies and health authority structures
- Experience developing or contributing to data governance frameworks, research protocols, or community consent processes
- Familiarity with national and international Indigenous midwifery or maternity care models
- Experience in grant writing or funder reporting
- Existing relationships with BC health authorities, government ministries, Indigenous community partners, or Indigenous health organizations

Compensation and Benefits

Salary of \$99,000–\$121,000 per year - The Pay Range shows the minimum and maximum annual salary based on full-time equivalent hours.

Incumbents are typically hired, transferred or promoted based on their knowledge, skills, abilities and experience in relation to the role requirements as well as internal equity.

MABC offers a comprehensive benefits package:

- Group health benefits
- Employer RRSP contribution
- Paid vacation, personal days, wellness days and cultural leave
- Statutory holidays plus additional organizational closure days
- Flexible working schedule
- Professional development and learning opportunities

- A supportive and engaging team culture centered on care, integrity, and purpose

Full details at offer stage.

A full job description is available upon request.

MABC is committed to fair, transparent, and equitable compensation that reflects the expertise and trust this role carries.

How to Apply

Submit your resume and a cover letter sharing your experience and what draws you to this role to **applications@bcmidwives.com**.

Closing date: October 11, 2026

We encourage you to apply even if you don't meet every requirement — your unique experience may be exactly what we need. Only those selected for an interview will be contacted.

More information at **www.bcmidwives.com**.

Pursuant to Section 42(3) of the BC Human Rights Code, preference may be given to applicants with lived experience as an Indigenous person in Canada (First Nations, Métis, or Inuk/Inuit). We invite applicants to self-identify in their cover letter and/or resume. Applicants must disclose any real, potential, or perceived conflict of interest. Please reach out if you require any accommodations.

IMCBC is committed to fostering a diverse and inclusive workforce.

Applicants must disclose any real, potential, or perceived conflict of interest.
