

Senior Research and Policy Lead

Job Description

Employer	Midwives Association of BC (MABC), on behalf of the Indigenous Midwives Council of BC (IMCBC)
Reports to	Executive Officer, IMCBC
FTE	1.0 FTE
Compensation	\$99,000 – \$121,000 annually (subject to IMCBC pay grid; details provided at offer stage)
Work model	Primarily remote (BC-based). Periodic in-person attendance at the MABC/IMCBC office in Burnaby and provincial travel required in support of community engagement.
Closing date	October 11, 2026

About IMCBC and MABC

The Indigenous Midwives Council of BC (IMCBC) is the collective voice and governing body for Indigenous midwives in British Columbia. IMCBC supports, advocates for, and advances Indigenous midwifery practice, culture, and knowledge across the province, rooted in Indigenous ways of knowing and a commitment to reproductive sovereignty and culturally safe maternity care.

IMCBC operates within a connected structure with the Midwives Association of BC (MABC), which serves as the professional association for all Registered Midwives in BC. MABC provides shared administrative and HR infrastructure to IMCBC. The Senior Research and Policy Lead will be employed by MABC and subject to MABC's employment policies and HR framework, while working exclusively within IMCBC's mandate and under the direction of the IMCBC Executive Officer.

About the Role

The Senior Research and Policy Lead is a senior expert position within the IMCBC team, responsible for building and sustaining the research, data governance, and policy infrastructure that underpins IMCBC's advocacy and health systems work. It provides senior-level research leadership and evidence synthesis capacity to the Executive Officer, the IMCBC Council, and key collaborators across IMCBC and MABC.

The Lead works at the intersection of Indigenous data sovereignty, health policy, and community-based research. They lead rigorous, community-grounded research on the Indigenous midwifery model of care; develop culturally grounded educational resources and Indigenous knowledge projects; support policy and advocacy work with government, regulatory bodies, and health systems partners; and build the long-term research and data infrastructure that will allow IMCBC to govern its own knowledge on its own terms.

Success in this role depends on the ability to build and sustain strong working relationships across a connected internal team, with Indigenous midwife and community partners, and with health system and academic stakeholders.

This is a role for someone equally comfortable working in deep, long-arc projects and responding to time-sensitive policy deadlines. Like all roles in a small and growing organization, it carries both proactive strategic work and ongoing reactive responsibilities simultaneously.

Key Responsibilities

1. Indigenous Midwifery Model of Care Research

A central body of work is developing a rigorous, community-grounded evidence base on what the Indigenous midwifery model of care looks like in BC — what it requires, what it produces, and why it matters. This has direct implications for how Indigenous midwifery is understood, funded, and supported across the health system.

- ☐ Design and lead structured community engagement processes — focus groups, site visits, and relational meetings — including developing questions, managing sampling and participant engagement, facilitating sessions, and ensuring data is captured and analyzed rigorously
- ☐ Lead the research methodology for clinical engagement processes, including those supporting the development and finalization of IMCBC's Indigenous midwifery scope of practice statement
- ☐ Translate community-grounded findings into evidence for use in government, health authority, and regulatory contexts
- ☐ 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 that reflect the realities of Indigenous midwifery practice

2. Policy Analysis and Advocacy Support

The Lead provides research and evidence synthesis capacity across IMCBC's policy and advocacy work, including engagement with BC's health regulatory and governance landscape.

- ☐ Support the Executive Officer in preparing evidence-based materials that inform IMCBC's positions on health system policy and planning
- ☐ Monitor and analyze provincial and federal policy developments affecting Indigenous midwifery, maternity care, and Indigenous health
- ☐ Produce policy briefs, submissions, and briefing notes for diverse audiences including the Ministry of Health, health authorities, regulatory bodies, and the IMCBC Council
- ☐ Work alongside the Indigenous Midwifery Officer to prepare responses to regulatory consultation requests, coordinating member input in a manner that respects the bandwidth of a small membership
- ☐ Contribute to grant writing and research funding applications as needed

3. Environmental Scanning and Best Practice Research

The Lead establishes and maintains an ongoing environmental scan of national and international models of Indigenous and non-Indigenous midwifery care, including governance structures, service delivery frameworks, and accountability mechanisms.

- ☐ Conduct an initial scan in year one identifying relevant models, frameworks, and transferable evidence applicable to the BC context
- ☐ Maintain the scan as a living resource, updated regularly as the policy and practice landscape evolves
- ☐ Produce accessible briefing documents and summaries that inform IMCBC's advocacy, negotiations, and program development

4. Distinctions-Based Educational Resources and Indigenous Knowledge Projects

The Lead leads or contributes to the development of culturally grounded educational resources and knowledge products to support access to Indigenous reproductive, sexual, and infant health knowledge, and the delivery of culturally safe, Indigenous-led care. This includes IMCBC-led projects as well as collaborative work with research partners, where IMCBC contributes knowledge and ensures outputs reach the right audiences. This work is shaped in close collaboration with the IMCBC Council, Elders, and Knowledge Keepers, and will evolve as priorities emerge.

- ☐ Work with IMCBC members to develop a shared vision for resource development, identifying priorities, appropriate formats, and culturally grounded processes
- ☐ Lead resource development projects with support from consultants and research practicum students, including projects that draw on Indigenous storytelling methods and traditional knowledge transmission

- ☐ Ensure all resources are grounded in the knowledge and authority of IMCBC members, Elders, and Knowledge Keepers, and are practically useful in the field

5. Research Partnerships

IMCBC has established early-stage research partnerships at provincial and national levels. The Lead supports the growth and formalization of these partnerships.

- ☐ Contribute to developing consent frameworks, data sharing agreements, and participation terms that reflect IMCBC's values and data sovereignty position
- ☐ Project-manage active partnerships, ensuring IMCBC's interests and accountability requirements are met
- ☐ Identify new research partnership opportunities aligned with IMCBC's strategic priorities
- ☐ Ensure Indigenous midwives are appropriately compensated, acknowledged, and positioned as knowledge holders in any research they contribute to

6. Data Governance and Indigenous Data Sovereignty

The Lead plays a foundational role in building IMCBC's approach to data governance, grounded in OCAP® principles. This is longer-arc infrastructure work that shapes how IMCBC understands and controls its own knowledge over time.

- ☐ Work with the Executive Officer and Council to identify what data IMCBC holds, what IMCBC should be sovereign over, and what that sovereignty looks like in practice
- ☐ Develop IMCBC's terms for engaging with academic and clinical research partners, including group consent processes, authorship and attribution standards, and data ownership
- ☐ Build protocols for how IMCBC engages with external partners — on IMCBC's terms
- ☐ Advise the Executive Officer on data sovereignty issues as they arise in government, regulatory, and academic contexts

Qualifications

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-stakeholder 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
- ☐ Knowledge of the BC and Canadian midwifery or maternity care landscape, including regulatory bodies and health authority structures

- ☐ Familiarity with Indigenous reproductive justice and birth sovereignty frameworks, and the broader movement context in which Indigenous midwifery is situated
- ☐ 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

Working Conditions and Benefits

This is a full-time (1.0 FTE) salaried position with core hours of 9:30am to 2:30pm, Monday to Friday, and a flexible working schedule. The role is primarily remote with periodic in-person attendance at the MABC/IMCBC office in Burnaby and some provincial travel. MABC offers a comprehensive benefits package including group health benefits, employer RRSP contribution, paid vacation, personal days, wellness days, and cultural leave, statutory holidays plus additional organizational closure days, and professional development opportunities. Full details are provided at offer stage.

Equity, Diversity, and Inclusion

Pursuant to Section 42(3) of the British Columbia 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. IMCBC and MABC are committed to fair, transparent, and equitable compensation that reflects the expertise and trust this role carries. Please reach out if you require any accommodations.

How to Apply

Please submit a resume and cover letter to applications@bcmidwives.com. In your cover letter, we encourage you to share what draws you to this work and how your background connects to IMCBC's mandate. Closing date: October 11, 2026.

We thank all applicants for their interest. Only those selected for an interview will be contacted. For more information about MABC and IMCBC, please visit www.bcmidwives.com.