



INDIGENOUS BIRTHWORKER

The Northern Birthwork Collective (NBC), founded in June 2020 and part of the MakeWay Charitable Society Shared Platform since October 2020, is based in the Northwest Territories (NWT). NBC provides cost-supported services for all stages of the reproductive journey, including conception, pregnancy, birth, postpartum, miscarriage, loss, abortion, and parenting. We aim to educate our community and build a network of birthworkers grounded in shared values. We recognize the impact of colonization on our bodies and traditions and prioritize revitalizing traditional knowledge as part of our healing.

Located in Yellowknife, NT, we offer programs such as abortion support, training for emerging birthworkers, and access to services for underserved communities. As reproductive justice advocates, we work to create positive change. The project is guided by a Steering Committee and Knowledge Keepers Circle to support strategic direction.

Position Overview:

Working alongside the current Indigenous Birthworker (IB), Program Manager (PM) and the Project Director (PD). The new NBC Indigenous Birthworker (IB) will be responsible for delivering Indigenous Birthwork related programming for the NT, based in Yellowknife. This position includes 1-on-1 support with pregnant people and families, workshops, events, and some travel to complete programming.

Experience: If the applicant is the right fit and has no prior experience in Birthwork, NBC will provide access to a birthwork (doula) training program, which the successful candidate will complete within the first month of their contract.

Priority will be given to Northern Indigenous applicants.

Anticipated Start Date: April 1 2025

Location: Yellowknife, NT (Mileage or airfare for relocation covered up to \$1500)

Hours/week: 30 hrs / week

Salary: \$62,400 (\$40/hr)

Remuneration:

The salary is \$62,400 and includes 3 weeks of vacation, paid sick days, and an employee benefits package. You will be provided a laptop for work use.

The NBC Indigenous Birthworker role is a 30 hours/week 1 year contract position from April 1 2025 to March 31 2026 (with possibility of contract renewal depending on grant funding).

Due to the nature of being a birthworker and understanding the unpredictability of being on call for a labour and birth, there will be the ability to flex hours to offset on call support hours.

Roles and responsibilities:

Work in collaboration with our current Indigenous Birthworker

- Work together to create a shared on-call schedule that is mutually beneficial to both parties

- Support each other post client care to debrief and learn from each other
- Share and develop needed resources for clients
- Collaboratively design and deliver programming

1-on-1 Birthwork (doula) Support for Indigenous Families

- Provide culturally affirming pre and postnatal support and resources to Indigenous families and develop relationships with Indigenous families through outreach, integrating harm reduction practices.
 - Will undertake relevant birthwork training as needed to be able to provide culturally appropriate pre and postnatal support to Indigenous families
- Provide 1-on-1 support for pregnancy and all pregnancy outcomes for Indigenous families, which will include:
 - Emotional, spiritual, informational, physical (non-medical) and advocacy support for all stages of the reproductive journey (conception, prenatal, labour and birth, postpartum, miscarriage, abortion, pregnancy loss)
 - Meeting with clients for prenatal/postpartum visits at NBC's office space, in the client's home, or elsewhere.
 - Working with the Abortion Support team to provide support to those seeking abortions in Yellowknife
 - Attend and support a minimum of 12 prenatal, birth or postpartum clients per year
- Provide support in person for those accessing care in Yellowknife and virtually for those in communities outside of Yellowknife
- Travel to communities outside of Yellowknife to meet with clients who will come to birth in Yellowknife
- Additional expectations of the role:
 - Birthworkers are on call from 37 or 38 weeks for births until the baby is born
 - When a birthworker is on call, they must stay within 1 hr of the hospital and within cell phone service
 - Meeting with clients virtually or in person at least 2-3 times before the birth is expected
 - Supporting clients in their homes for early labour and postpartum support is expected

Design & Delivery of Programming

- Develop and implement parent-infant dyad cultural activities, integrating traditional knowledge and practices for Indigenous families (i.e., sewing circle, traditional ceremonies, singing groups with babies, etc.).
- Work strategically and collaboratively with other staff to assist with designing and delivering NBC workshops, classes and programming for Indigenous families
- Host prenatal education classes
- Assisting with social media content

Community Outreach

- Build and maintain relationships with community partners who can provide additional resources for program participants
- Actively develop and maintain positive relationships with program participants, partners, community organizations, staff, and key stakeholders
- Connect program participants with resources at the community, territorial, and national level, assist with systems navigation, and be an advocate for them when interacting with partner and government systems

Qualifications and Experience:

- Passionate about reproductive justice and enthusiastic about the mission, core values, and goals of NBC

- Knowledge of Northern social and cultural contexts and experience working with Northern communities
- Successful completion of post-secondary training or education in a related field (e.g., birthwork/doula training, health, social work, etc.) is an asset but relevant combinations of experience and education will also be considered
- Experience with trauma-informed practices is an asset
- Organized and efficient, with strong time management and prioritization skills
- Strong relationship building skills are an asset
- Self-starter who takes initiative and can work with minimal supervision
- Ability and desire to work both independently and as a member of a team
- Willingness to learn and ability to follow direction
- Must provide a clear criminal record check if hired

Work Environment and Conditions:

The Indigenous Birthworker is based out of a central office in Yellowknife but can work from home for 50% of their hours. The IB will also be attending client visits in their clients homes. Work weeks are 30 hours/week, with the ability to flexibly choose daily hours (to be determined through discussion with the PD).

Evening and weekend communication will be required with clients. It is expected the IB will have consistent access to the NBC team members via email and phone during office hours (10am-4pm) Monday-Friday.

The IB will be expected to use their own phone and vehicle and NBC will reimburse a portion of the cost per month as well as mileage.

This role will require some travel (for community engagement and to support families in communities outside of Yellowknife). Attendance at weekly staff check in meetings and monthly team meetings is required. The IB will work with the PM to determine what times of year they are not available to be on call.

How to Apply

In an email with the subject line "Application for Indigenous Birthworker position", together with your resume, please forward a cover letter which includes your responses to the following questions:

1. How did you hear about this position?
2. What interests you most about this position?
3. Briefly tell us how your skills and experiences are a good fit for this position.
4. Briefly tell us about your current/most recent job. Why are you looking for a change?
5. Briefly tell us your understanding of reproductive justice and the current state of reproductive care in the NWT.

If submitting a resume or cover letter is not an accessible option for you, please email us to arrange for a phone intake.

Please send your resume and cover letter with your responses to the above questions to hello@northernbirthwork.com by **March 7th 2025**.

For more information about The Northern Birthwork Collective, please visit:
www.northernbirthwork.com



For more information about MakeWay, please visit:

<http://makeway.org/approach/shared-platform/>

As Northern Birthwork Collective is a project on MakeWay's Shared Platform, the selected candidate will be an employee of MakeWay. MakeWay is a national charity and public foundation with a goal to enable nature and communities to thrive together. We do this by building partnerships, providing solutions, grants, and services for the charitable sector across the country. The Shared Platform is home to over 60+ innovative, community-led projects.

Northern Birthwork Collective and MakeWay are strongly committed to equity and creating a diverse workplace community. We strive to reflect the diversity of our society on our teams and to provide a respectful workplace and equal working opportunities for all employees and applicants.

We welcome and encourage applications from the communities we serve and for all qualified applicants to apply. If you require accommodations at any point during the application or hiring process, please contact hello@northernbirthwork.com.

Our sincerest appreciation to all those expressing interest in this position, however, only the applicants invited for an interview may be contacted. Thank you!