



We are hiring at Community Midwives of Kingston!

About us:

We are an urban/rural practice with 15/16 midwives working flexibly in different schedules and team models. Our clinic is located beside a beloved community park (Skeleton Park! <https://www.visitkingston.ca/the-locals-behind-kingstons-iconic-music-scene/>) and within walking distance of downtown and the restaurants, cafes, pubs and shops contained within it.

- Our practice is supported by four long term administrative staff.
- Accuro EMR.
- Paid parking for all CMK midwives and staff.
- We are all about systems of organization and efficiency.
- A commitment towards full and equal partnership for all long-term members of CMK.
- Decisions via consensus.
- We divide the jobs that are required to run a practice into portfolios. Basically, we all chip in and get remunerated for our work.
- We prioritize work-life balance!
- Equitable system for delegating and paying for back-ups.
- Innovative partnership with public health that allows us to administer vaccines at our clinic.
- Hand-held US machine at clinic.
- Transparent and equitable distribution of CV's
- We have awesome birth boxes to reduce waste for homebirths that are managed by admin.
- We are a mix of MEP and IMPP midwives, newer midwives and less new midwives.
- We do peer review with our neighbour midwives in Tyendinoga, Belleville, Brockville and the Ottawa Valley.
- We prioritize education and inter-professional-relationship-building and regularly host midwifery, nursing and family doctor students.
- We have a policy of 8 hours of covered rest when you have been working all night.

We are committed to the principles of equity diversity and inclusion, integrating EDI policies and building a practice culture of self reflection and continual learning

We hold privileges at Kingston Health Science Center, which is a level 3 teaching hospital affiliated with Queen's University. Our relationship with KHSC is excellent. We maintain care for epidurals. Oxytocin is currently a transfer of care for both inductions and augmentations, however we are starting an oxytocin pilot project in 2024. In the meantime, we do a lot of foley inductions and try our best to get things going without oxytocin. Our homebirth rate is something we are always working on! We provide birth tubs to clients choosing waterbirth at home. We also have two permanent and amazing birth tubs for hospital waterbirths. We currently do not have EMR at the hospital, but are moving towards it in the future.

Our collective midwifery voice is represented by a head midwife and deputy head midwife at KHSC to ensure we are sitting at the table and that the midwifery model of care and perspective is integrated as we move forwards as a collective organization.

We are currently running a project in collaboration with the Kingston Health Sciences Center called "The Well Newborn and Parent Clinic". Midwives from our practice are providing postpartum care for doctor dyads who do not have midwives. We provide follow up such as jaundice testing, weight checks, feeding assessments for babies and incision/tear checks, BP assessments and the facilitation of early discharge for birthing parents. We are hoping to start a home photo pilot project shortly. There are most likely opportunities to work casually in this clinic should you be interested!

About Kingston:

Kingston is situated on traditional Anishinaabe and Haudenosaunee Territory. We are located on the eastern end of beautiful Lake Ontario, the St Lawrence River and the Cataraqui River. Some days, we do very little driving and any urban driving we do is generally void of traffic. Some days, we are driving in the beautiful farm country of Lennox and Addington county or north to the lakes of the Frontenac Shield. Other days, we may take a ferry to one of the three islands across from the city.

We have the privilege of working in a city that has both a thriving urban downtown with tons of historic architecture surrounded by beautiful forests and endless lakes and beaches. Midwives in our practice live in both rural and urban settings, all within 25 minutes of the hospital. There are many religious institutions, cultural centres and festivals in our city. Getting the best of both worlds, one can enjoy delicious restaurants representing cuisine from around the world, theatre, tons of music festivals, and other family friendly activities (often free!), museums, a wide range of camps and extracurriculars for children as well as adult classes in the arts and intramural sports. You don't have to go far to be immersed in forest and lake country to enjoy hikes, swimming, paddle and motor boating, fishing and more! A short drive to Thousand Islands and Prince Edward County (Sandbanks! Wine!) and a centre of higher learning, so you or your loves ones can take classes on beautiful Queens Campus, St Lawrence College or RMC.

About you:

Eligible for registration with the College of Midwives of Ontario
We welcome and encourage applications from people from equity deserving groups.

We are flexible about your preferred caseload and working style. We want to support your growth and satisfaction in midwifery.
We want to be a fair and healthy place to work. We get excited about innovative ways of providing excellent midwifery care for this wonderful community.

If this all sounds great to you and you are interested in learning more, you can check us out on facebook, Instagram or at kingstonmidwives.ca.
Feel free to reach out to us directly if you have any questions.

If you would like to apply, please send your resume/CV and cover letter to:

info@kingstonmidwives.ca

Attention: Alison Gorringe.

We will try to get back to all those who apply and we will, of course, maintain strictest confidence about all applications.

We are going to keep this job posting open, as we regularly have spots open spontaneously re: maternity leaves, etc. So if you are interested, please reach out!