



Association of Ontario Midwives Benefits Trust Executive Director

[AOM Benefits Trust](#) (AOMBT) plays a pivotal role in empowering Ontario's midwifery community by championing their financial, physical, and mental wellbeing through an innovative and comprehensive benefits plan. Since its establishment in 2008, AOMBT has demonstrated remarkable growth, nearly doubling its membership from 500 plan members in 2012 to over 1,000 by 2020. This expansion has strengthened its ability to secure best-in-class programs, ensuring members receive the support they need to thrive.

With an unwavering commitment to partnering with plan members on their wellness journeys, AOMBT delivers a benefits program that is exemplary, adaptable, internally equitable, and externally competitive. In this exciting period of evolution, AOMBT is seeking an exceptional leader for the role of **Executive Director**—a visionary who will shape the future of the organization and ensure its lasting impact on the midwifery community across Ontario.

The Executive Director of AOM Benefits Trust will be responsible for providing strategic guidance and support to the Board of Trustees while overseeing the organization's operations. Key duties include leading board governance and ensuring regulatory compliance; facilitating leadership and management by actively engaging with external partners and coaching internal staff; overseeing financial management and benefit plan administration; and ensuring the organizational operations of AOMBT are effective and efficient. The role also includes managing the AOMBT's reputation and partnerships within the midwifery community.

Qualifications

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to advancing reconciliation, equity, diversity, and inclusion in all its forms and must believe, intrinsically, in the importance of leading with curiosity and welcoming ideas that can later be synthesized and turned into possibility. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the AOM Benefits Trust environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role: A) a university degree, preferably at the Master's level, or equivalent experience; B) at least 10 years of progressive senior management experience leading a pension plan, benefits trust, not-for-profit, broader public sector organization, and/or related sectors; C) expertise in financial management, program development/evaluation, and/or human resources, and; D) Knowledge and passion for midwifery, justice and equity, anti-oppression, and anti-racism principles.

How to Apply

AOMBT recognizes that systemic injustices and inequities rooted in colonization and discrimination have disproportionately impacted First Nations, Métis, and Inuit peoples, Black and racialized communities, people with disabilities, and other equity-deserving groups. Guided by its organizational values and ongoing Anti-Racism and Equity work, AOMBT is committed to fostering equity by centring the voices of equity-deserving groups and championing inclusive leadership and decision-making that reflect its dedication to equity and justice.

To achieve these goals, AOMBT is deepening its commitment to reconciliation with Indigenous Peoples, actively supporting their wellbeing, and working toward equity across gender, race, sexual orientation, ability, socio-economic status, and age. It is dedicated to reflecting on past practices, dismantling systemic barriers, and promoting equitable access and opportunities while cultivating a culture of dignity, respect, and understanding. By embedding equity in its policies, processes, and interactions, and operating with transparency, accountability, and honesty, AOMBT strives to build a more inclusive and equitable future for its members and the broader community.

*AOMBT is partnering with BIPOC Executive Search to help further increase the diversity/plurality of the candidate pool. **All interested applicants are encouraged to apply by clicking [HERE](#).***

In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodations be required, please make Urmilla Mahabirsingh aware by emailing umahabirsingh@bipocsearch.com.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.
