



GRAND COUNCIL TREATY #3 EMPLOYMENT OPPORTUNITY

INTERNAL / TREATY 3 COMMUNITY POSTING ONLY

This position is open only to internal GCT3 staff and Treaty 3 members. Applicants must identify their community. Not open to the general public.

Position Title: Maternal Health and Birth Services Policy Analyst
Position: Existing Position
Salary: \$70,000.00 - 73,000.00
Location: Kenora, ON — Health Office (In Person)
Closing Date: July 13, 2026

Overview:

Reporting to the Manager of Health Policy and Governance, the role of the Maternal Health and Birth Services Policy Analyst advocates to promote traditional birthing practices within Treaty #3, leading to improved health and social outcomes for families within Treaty #3 through the provision of culturally appropriate, accessible, and supportive maternal child health. This role will advance midwifery, maternal health, and gender affirming reproductive health through the development of community-based birthing centres, capacity building and training opportunities, and education and awareness of traditional midwifery, family planning, and reproductive health.

Duties and Responsibilities:

- Work closely with departments at Grand Council Treaty #3 on inter-departmental initiatives, using holistic and social determinants of health lens, to prioritize and set project requirements.
- Facilitate community engagement sessions with Elders, Knowledge Keepers, technical experts, and community members related to midwifery, maternal health, or gender affirming care and reproductive health.
- Liaise with mainstream and Anishinaabe health partners, including hospitals, institutions, mandated agencies, organizations, etc. to promote and provide, culturally inclusive care.
- Facilitate and oversee birthing gatherings, midwifery or doula training sessions, technical working groups, or other small gatherings.
- Develop resources and tools to support access to gender affirming care and reproductive health, and maternal reproductive health.
- Expand material accessibility for available services, systems navigation, advocacy, eligibility, and support for accessing gender affirming care and reproductive health.

- Advocacy and information sharing with Indigenous midwives and traditional health practitioners working within Treaty #3.
- Connect apprentices and learners with opportunities by assisting with travel expenses, attending ceremony, engagement, and distributing “birth worker” bundles and resources to support their work.
- Develop education and curriculum materials for birth teachings, family planning, continuum of care reproductive health, and related topics.
- Regular communication to communities via newsletters, social media, and reports.
- Other responsibilities as determined.

Qualifications:

- Post-secondary degree related to public health, health sciences, political science, Indigenous studies, or social sciences.
- Ability to speak Anishinaabemowin is an asset.
- Knowledge of traditional wellness practices, medicines, or birthing practices as well as knowledge of Treaty #3 First Nation traditions, cultures, values, and history.
- Knowledge of Indigenous health sector, including Indigenous health issues and knowledge of First Nation communities in Treaty #3.
- Knowledgeable and confident discussing reproductive rights, gender-based violence, and the social determinants of health from an intersectional lens.
- Knowledge of policy and research tools, holistic and Indigenous-led evaluation methodologies and metrics.
- Demonstrated knowledge of, and success, with policy and fiscal decision-making processes such as grant applications.
- Knowledge of legislation, policy development, government decision-making processes, and program development and evaluation.
- An effective communicator and consensus builder that is able to work collaboratively with team members, leadership, and partners to advance shared priorities and manage complex issues.
- Excellent written and verbal communication skills and experience providing briefings, decision notes, and presentations on complex issues in a clear and understandable manner.
- Ability to work independently in a fast-paced environment, self-motivated and problem solve.
- Extensive understanding of diversity within First Nations.
- Valid Class G Driver’s License and access to a reliable vehicle.
- Current/valid vulnerable sector criminal records check.
- Ability/willingness to travel as required.

Please send a cover letter, resume, and contact information for 3 references to the attention of:

Human Resources Department

Grand Council Treaty #3

P.O. Box 1720, Kenora, Ontario P9N 3X7

Email: careers@treaty3.ca

We thank all those who apply. Only applicants selected for an interview will be contacted. Submission of a criminal record check is required prior to the offer of employment. **We at Grand Council Treaty 3 are committed to transparency in our hiring process and do NOT use AI in the screening process.**