



## Peer & Practice Assessor Job Description

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### Quality Assurance Program Peer and Practice Assessments

The goal of a quality assurance assessment is to provide an objective review of a midwife's practice, as it relates to the regulations and standards of practice of the profession. The process is designed to be positive, educational and supportive, and to help midwives enhance their performance in the workplace.

### Becoming an Assessor

The College of Midwives of Ontario ("the College") is seeking midwives to become assessors.

Assessors are registered midwives who are contracted by the College to conduct assessments of midwives to promote continuous quality improvement or remediation pertaining to Quality Assurance.

The College considers a number of factors during its assessor selection process.

### Eligibility

In order to be eligible to work as an assessor, a midwife must meet the following criteria:

- is registered in the General or Inactive Class
- has practised midwifery in Ontario for a minimum of three years
- has not been an elected member of Council or a non-Council committee member in the past two years
- has not been an employee of the College during the previous two years
- has not been a director, board member, officer or employee of a Professional Association in the preceding 12 months

### Qualifications

- Excellent interpersonal and communication skills
- Leadership skills
- Understanding of the College's policies, guidelines, standards of practice and legislation
- Experience in providing constructive feedback
- Writing and listening skills
- Demonstrate knowledge of clinical supervision issues through experience with practice leadership, mentorship, clinical teaching or accreditation
- Highly developed interviewing skills, and demonstrated ability in observation, analysis, interpretation and evaluation of assessment data

It is essential that there is a fair representation of the various demographics of midwives and their practices among the College's assessors. The following considerations will be made when appointing assessors:



## Considerations

- Practice demographics (geographic location in province and size of practice)
- Practice profiles (urban, rural, remote, solo)
- Route of entry to practice
- Years of practice in Ontario
- Present level of employment (e.g., full-time, part-time)
- Availability for assessment work

## Roles and Responsibilities of the Assessor

- Coordinates and carries out a scheduled peer assessment with the selected midwife
- Reviews the midwife's practice, collects relevant data using appropriate College-developed tools while providing a supportive and positive learning experience for the midwife
- Completes an assessor's report describing key observations

## Applying to become an assessor

Interested applicants must submit the following:

- Letter of interest
- Curriculum vitae/résumé

Please submit application materials to [gap@cmo.on.ca](mailto:gap@cmo.on.ca).

The College will contact selected applicants to participate in an interview (in-person, video conference or by phone). Successful candidates will be notified soon after the interview process and will be required to participate in an assessor training workshop.

## Time Commitment

The time commitment varies, depending on the type of assessment; however, the majority of assessments will take no longer than one day, including travel time and report writing.

Assessors are asked to make a commitment to work with the College for two years, with a commitment of several days per year.

## Compensation

Compensation is at the rate of \$300.00 per Peer Assessment and \$600 per Practice Assessment. Travel time and meals are reimbursed at government rate.

## Equity, Diversity and Inclusion Statement.

The College of Midwives of Ontario is an equal opportunity employer. We encourage midwives from Indigenous, Black and racialized communities, marginalized communities as well as midwives who are internationally educated, or practising in expanded, collaborative and/or community health team models to apply.



College of  
**Midwives**  
of Ontario

Ordre des  
**sages-femmes**  
de l'Ontario

We are committed to a barrier-free, equitable, and inclusive recruitment process and workplace. Our goal is to ensure our College's Council, staff team, and consultants are reflective of the diversity of the community and we welcome any feedback in this regard.

The College welcomes and encourages applications from people with disabilities. Reasonable accommodations are available on request for candidates taking part in all aspects of the selection process. Accommodation requests can be made by contacting [operations@cmo.on.ca](mailto:operations@cmo.on.ca).