



Exciting opportunity!

The National Baby-Friendly Quality Improvement Collaborative Project is wrapping up for the 25 hospital teams and the Breastfeeding Committee for Canada is preparing for a new phase of support to scale up BFI Implementation across Canada. In 2022, a Baby-Friendly Initiative (BFI) coach and mentoring program will be launched to assist facilities, hospitals and community health services (CHS), with their BFI journey.

To begin this new phase a group of contracted BFI coaches and mentors will be recruited to support the transition of the 25 hospital teams that were involved in the BFI Project to independently collect and report their own data and meet their BFI goals as well as expand support to interested hospitals and CHSs that were not involved in the BFI project.

On boarding training for the BFI coaches and mentors will focus on quality improvement strategies, learning how to use the new [BFI Implementation Guidelines and tools](#) and engaging leaders and parent partners in BFI. The coaches and mentors will work collaboratively with existing BFI Provincial/Territorial structures and supports.

Please share the job posting below with your networks and if there are any questions contact the BFIProjectDirector@bccbfi.com

The BCC will be putting a call out to interested facilities that would like to join the new coach and mentoring program in 2022, so stay tuned for more information to follow.



Job posting: Baby-Friendly Initiative Coach and Mentor Contractor

The Breastfeeding Committee for Canada (BCC) is seeking motivated and dynamic individuals across Canada to be Baby-Friendly Initiative Coaches and Mentors for hospitals and community health services that are working toward Baby-Friendly designation. Reporting to the National BCC Baby-Friendly Project Director, the BFI Mentor and Coach will actively engage organizational leadership and BFI teams and share expertise and resources that are evidence-based and aligned with the World Health Organization and the BCC guidelines for Baby-Friendly Initiative Implementation.

The Breastfeeding Committee for Canada is a registered not-for-profit organization dedicated to the protection, promotion, and support of breastfeeding and implementation of BFI in Canada.

Qualifications:

- Health care professional with active registration in good standing in field of training (graduate and undergraduate degrees preferred)
- Minimum of 5 years' experience in a maternity facility and/or community health services supporting care with perinatal women/person
- Demonstrated leadership supporting teams to achieve goals
- Knowledge and experience of the BCC Baby-Friendly Initiative in Canada
- Knowledge and experience of quality improvement strategies
- Knowledge and experience engaging parent partners
- Able to work independently and with teams
- Excellent written and oral communication skills
- Proficiency in Microsoft Office products (i.e., Word, Excel, Teams, Calendars)
- Social media skills (asset)
- Bilingual in English and French (asset)
- No conflicts of interest and adheres to the International Code of Marketing Breastmilk Substitutes

Contract duration: One year from date of hire (possibility of extension of one year).

COMPENSATION:

ITEM	Fees: 2022
On-boarding (participation in train-the-trainer coach/mentorship webinar/workshops)	\$75.00 CAN per hour not to exceed 12 hours.
Hourly rate for planning, virtual meetings, webinars, emails, and documentation/reporting. Annual expectations for time include: <ul style="list-style-type: none"> • 8 hours for train-the-trainer support with BFI Project Director • 60 hours to coach/mentorship for 10 BFI teams (up to six meetings per team) • 32 hours for preparation, documentation/reporting, emails, and attendance of additional webinars 	\$75.00 CAN per hour. Average of 8-10 hours monthly and not to exceed 100 hours annually.

Majority of the work will be virtual with possible opportunities for local travel for site visits.

SCOPE OF WORK:

- With the National BCC BFI Project Director, align with the BCC mission, vision, and plan to scaling up BFI implementation in Canada
- Participate in on-boarding train-the-trainer workshops/webinars
- Be a coach and mentor related to improvement methodology, strategies, and skills to promote implementation of the BFI
- Be a mentor and coach for up to 10 hospitals or community health services facilities in collaboration with the BFI Project Director by sharing knowledge, tools and material to leverage QI methods and support implementation of sustainable maternity practices that support the adherence to the [BFI Implementation Guideline and supporting tools](#).
- Actively engage facilities in participating in their BFI journey.
- Support facilities to:
 - engage and seek support from organizational senior leadership (CEO or delegate)
 - establish a BFI team including parent partner(s)
 - complete facility self-assessment using BFI Implementation Guideline and BFI Checklist
 - assess staff BFI competencies
 - write aim statements and create action plans
 - use PDSA and other QI strategies
 - update chart/documentation tools
 - utilize BCC data collection and reporting tools (chart audits, patient/client surveys, run charts reports)
 - communicate plans and progress throughout the organization and the public
 - analyze data and plan improvement changes
 - be accountable for their action plans
 - engage physicians and other partners internal and external to the organization
 - celebrate success

- prepare for BFI designation
 - sustain progress
 - share learning across their region and nationally
-
- Set up and lead regular calls with teams every second month using Microsoft Teams. May have multiple facilities join coaching calls at the same time.
 - Work in partnership with BFI Project Director and BFI Planning Team to access expert faculty members with expertise in Parent Partner engagement, leadership and physician engagement and quality improvement.
 - Submit monthly reports to the BFI Project Director describing activities of the coach/mentor and progress of facilities using BCC template.
 - With the BFI Project Director/planning team, identify barriers to implementation and improvement strategies to overcome these barriers.
 - Liaison and communication with BCC Board members and stakeholders as appropriate
 - Contribute to project evaluation including administering surveys, sharing experiences, and writing content as requested
 - Support a systems view of the project including:
 - supporting the documentation of project methods that lead to success
 - identifying opportunities for sustainability of a breastfeeding culture in hospitals and communities.

Please send your resume and cover letter for this position to BFIProjectDirector@bccbfi.com and use BFI Coach and Mentor in the subject line. Resumes will be accepted until January 10, 2022 at midnight Eastern Time (ET).