
CALL FOR EXPRESSIONS OF INTEREST: PCMCH GOVERNING COUNCIL

Thank you for your interest in joining PCMCH's Governing Council. Please complete the PDF expression of interest (EOI) application by **9:00 a.m. on Friday, February 20, 2026**. As part of this process, you will be asked to include your curriculum vitae. Completed application forms and CVs should be emailed to the attention of Allison Hall at info@pcmch.on.ca by the deadline above.

The EOI application has four sections that must be completed:

1. Applicant Profile and Diversity Questionnaire
2. Self-Assessment of Competencies
3. Professional Experience and Interest
4. Curriculum Vitae/Resume

Shortlisted applicants may be asked to participate in an interview or provide letters of endorsement as part of the process.

The personal information contained on this form is collected in accordance with the Freedom of Information and Protection of Privacy Act and will be used for the purposes of matching you with opportunities on PCMCH's Governing Council and/or one of its committees. PCMCH is committed to providing appropriate protection for your personal data.

PCMCH is committed to advancing equity, diversity and inclusion in Ontario's perinatal and child health system. This includes ensuring that those who are involved in our work reflect the diversity and needs of Ontarians. We welcome individuals from all backgrounds to consider applying.

About PCMCH

Established in 2008, PCMCH is a provincial organization that provides evidence-based and strategic leadership for perinatal, newborn, child and youth health services in Ontario. PCMCH is funded by the Government of Ontario.

1. APPLICANT PROFILE AND DIVERSITY QUESTIONNAIRE

PCMCH is committed to diversity, equity and inclusion practices in all its work. The following questions help ensure that Governing Council membership is reflective of Ontario's diversity, including differences in identity, geography, practice settings and/or professional foci. Sociodemographic questions are **optional** and all responses will be kept confidential and treated with sensitivity and respect.

Name:

Position/Title:

Organization:

Phone:

Email:

Assistant's Name (if applicable):

Assistant's Email (if applicable):

Assistant's Phone (if applicable):

Geographic region where you work (check all that apply):

Toronto

Central

West

East

Northwest

Northeast

North

Ontario

Your practice setting(s) (check all that apply):

Home and community care

Hospital

Maternal-child health regional network

Primary care

Provincial organization

Public health

Rural or remote location

Other – please specify

Professional designations and/or regulated health professional credentials:

Any areas of professional specialization or foci, including specific populations you serve (e.g., Indigenous health, newcomers, mental health):

Optional Sociodemographic Questions

Please describe your gender identity.

Please describe your Indigenous, racial, cultural and/or ethnic identity.

If there are any other aspects of your identity that would increase diversity on Governing Council that you would like to share, please identify them here.

If you are not selected to join the Governing Council, are you interested in being considered for opportunities on other PCMCH committees and tables?

Yes No

2. SELF-ASSESSMENT OF COMPETENCIES

To guide member selection, the PCMCH Governing Council maintains a Profile outlining the required knowledge, skills and experience required of the GC to fulfil its responsibilities. The questions below align with key competencies in the Profile. Your responses will help ensure that the GC maintains balanced and complementary expertise and perspectives.

Please rate your knowledge, skills and experience for each category according to the rating scale below.

Proficiency	Description	Experience
Entry Level	I have little previous knowledge or experience but have a strong desire to learn from others and develop these competencies.	0 years
Good	I have a general level of experience and am eager to learn and grow my skills.	1 – 5 years
Intermediate	I consistently demonstrate the level of competency expected of a Governing Council member,	5 – 10 years
Advanced	I consistently meet, and contribute beyond, general expectations and have demonstrated experience or expertise that supports this rating. I could lead a discussion on this topic at the Governing Council level. This rating may include special certification or training.	10+ years

Health Systems Strategic Thinking	
1. I demonstrate understanding of the challenges and opportunities facing the perinatal and paediatric health system.	<ul style="list-style-type: none"> ○ Entry level: 0 years ○ Good: 1 – 5 years ○ Intermediate: 5 – 10 years ○ Advanced: 10+ years
2. I am able to consider and define future goals and objectives that provide better benefits to pregnant women and individuals, newborns, children, youth and their families in Ontario.	<ul style="list-style-type: none"> ○ Entry level: 0 years ○ Good: 1 – 5 years ○ Intermediate: 5 – 10 years ○ Advanced: 10+ years

Cultural Safety and Humility	
3. I have professional, lived or otherwise demonstrated experience in promoting inclusiveness and awareness for equity-deserving groups (e.g., Indigenous, Black or racialized persons, newcomers, and 2SLGBTQIA+ persons).	<ul style="list-style-type: none"> ○ Entry level: 0 years ○ Good: 1 – 5 years ○ Intermediate: 5 – 10 years ○ Advanced: 10+ years
4. I have appreciation and respect for unique perspectives, cultural contexts, power imbalances, and biases in deliberation and decision making.	<ul style="list-style-type: none"> ○ Entry level: 0 years ○ Good: 1 – 5 years ○ Intermediate: 5 – 10 years ○ Advanced: 10+ years
5. I have demonstrated a commitment to identifying and removing barriers for people and communities that have been marginalized by the health sector.	<ul style="list-style-type: none"> ○ Entry level: 0 years ○ Good: 1 – 5 years ○ Intermediate: 5 – 10 years ○ Advanced: 10+ years
Complexity Management	
6. I am able to balance tradeoffs, competing interests and contradictions while looking at issues in a broad context.	<ul style="list-style-type: none"> ○ Entry level: 0 years ○ Good: 1 – 5 years ○ Intermediate: 5 – 10 years ○ Advanced: 10+ years
7. I understand and have appreciation for the development of policy and decision making in a large, complex system.	<ul style="list-style-type: none"> ○ Entry level: 0 years ○ Good: 1 – 5 years ○ Intermediate: 5 – 10 years ○ Advanced: 10+ years
Senior Executive or Clinical/Public Health Expertise	
8. I have experience in healthcare leadership, public health and/or clinical healthcare delivery relevant to perinatal and/or paediatric health.	<ul style="list-style-type: none"> ○ Entry level: 0 years ○ Good: 1 – 5 years ○ Intermediate: 5 – 10 years ○ Advanced: 10+ years
Governance Oversight	
9. I have experience serving on boards of directors or similar governance bodies or system planning tables.	<ul style="list-style-type: none"> ○ Entry level: 0 years ○ Good: 1 – 5 years ○ Intermediate: 5 – 10 years ○ Advanced: 10+ years
10. I am well versed in the principles of good governance, including the differences in the roles and responsibilities of Governing Council/Board and Executive Director/staff.	<ul style="list-style-type: none"> ○ Entry level: 0 years ○ Good: 1 – 5 years ○ Intermediate: 5 – 10 years ○ Advanced: 10+ years
11. I have experience defining an organization's strategic direction, monitoring existing strategic plan delivery and planning beyond the existing strategic plan.	<ul style="list-style-type: none"> ○ Entry level: 0 years ○ Good: 1 – 5 years ○ Intermediate: 5 – 10 years ○ Advanced: 10+ years

3. Please share an example of a situation in which you navigated complex issues to help an organization achieve a strategic goal? How did you align your actions with the organization's mission, vision and strategic goals?

4. CURRICULUM VITAE

Please attach your completed application form and a copy of your CV to an email and send it to info@pcmch.on.ca to the attention of Allison Hall. Your CV should outline your professional experience and achievements, and include a list of recent experiences on boards, committees, or system planning bodies.