## Standards Consultant

Are you an experienced nurse or midwife who understands the healthcare system and is well-versed in applying the Standards of Practice? Do you have outstanding communication and interpersonal skills? If you answered yes, BCCNM has an exciting and challenging role for you as a Standards Consultant with our Standards & Guidance team.

As a Standard Consultant, you will promote the standards while you advise registrants and stakeholders on a wide range of professional practice issues to ensure that the public receives competent and ethical care. You will also provide leadership and participate in collaborative work on professional projects at the local, regional, provincial, and national level.

**Detailed Description**

**Status:**Temporary, Full-Time (until June 30, 2027) **Work Location:** Hybrid (a combination of in-office and remote work)

**Who we are**

The British Columbia College of Nurses & Midwives (“BCCNM”) is the college empowered under the Health Professions Act to regulate the practice of all licensed practical nurses, nurse practitioners, registered midwives, registered nurses, and registered psychiatric nurses in British Columbia. Regulation helps to protect the public by ensuring that professional care or service received by the public is competent, ethical, and meets the standards that society views as acceptable.

As western Canada’s largest health profession regulator, we believe a diverse and inclusive team enriches our efforts to protect the public. We welcome applications from all who reflect of the communities we serve and especially encourage Indigenous Peoples and members of equity-seeking groups to apply. We believe diverse perspectives and experiences bring both innovation and better outcomes to the work we do and the decisions we make.

**BCCNM’s commitment to Indigenous Specific Anti-Racism**

BCCNM is committed to working with Indigenous Peoples and health system partners to support Indigenous-specific anti-racist practices in the health system. As the largest health regulator in Western Canada, BCCNM has the opportunity to influence the health professionals we regulate, as well as the broader health-care system, to break the cycle of racism, and improve health outcomes for Indigenous Peoples. BCCNM has pledged to become culturally safe and anti-racist, and to support the health professionals we regulate to do the same.

**What we offer you​​**

We are delighted to be recognized as one of BC’s Top Employers. It is more than a badge of honor – it’s a reflection of our people and the purpose that drives us every day. At BCCNM, we’re creating a workplace where flexibility, equity, growth, and connection are not just values – they’re part of how we work. Whether it’s through hybrid work options, meaningful employee engagement, or our commitment to reconciliation, we’re building something that matters. This honor reflects our unwavering commitment to creating a workplace where people truly thrive.

We promise to provide you with rewarding work that challenges you. You will be part of a passionate team contributing to our important mandate of protecting the public. As a member of the team, you can expect to be working in a collaborative, team-based environment, and treated in a respectful and professional manner.

The expected starting base salary for this position is $121,764 – $127,853 annually, depending on a variety of factors including qualifications and experience. Once hired, you will progress through a wider salary range over time as you continue to develop job knowledge, skills and competencies for the role.

In addition to base salary, the college offers a generous vacation and extended benefits package. As an employee, you receive 100% employer-paid health and dental benefits. And we contribute to B.C.'s Municipal Pension Plan to help you secure your retirement income after 1 year of employment. Throughout your career with us, you will engage in a variety of learning and development. We will support your professional development and cover your professional membership costs. To support you in work and life, we provide an employee assistance program and fitness allowance perk. Working with us allows you to enjoy flexible hybrid work. This position is located in Vancouver, but you’ll be able to work remotely up to 3 days a week. Our office is closed for the 11 statutory holidays in B.C. as well as Easter Monday and Boxing Day.

**What you’ll be doing**

Under the direction of the Director, Standards & Guidance, the Standards Consultant (SC) functions as a consultant, guide, facilitator, and researcher. The SC plans, develops, delivers, and evaluates standards consultation services to registrants, organizations, and partners throughout the province. The SC supports the identification, understanding, and application of BCCNM standards of practice and other regulatory considerations to nursing and midwifery situations through information gathering, analysis and critical thinking. In addition, the SC supports individual registrants who have formal statutory agreements with their reflection and understanding of the application of standards to their practice situations.

The SC analyzes nursing and midwifery professional practice issues, assesses and communicates emerging trends, conducts literature reviews, and synthesizes the findings to inform practice consultations. Internally, the RPC will provide subject matter expertise to support the development and revisions of the BC College of Nurses and Midwives (BCCNM) policies and the Standards of Practice, and the development of tools and resources for standards consultations and registrant learning.

​**Key responsibilities include:**

1. ​​​In consultation with the Director, Standards & Guidance and internal and external partners, develops, delivers, and evaluates standards consultation services that assist registrants, employers, and other partners to assess professional practice situations and apply the Standards of Practice.
2. Provides standards consultation for registrants, employers, the public and other partners.
3. Consults with registrants, employers, health care providers, and other partners on regulatory professional practice issues.
4. In consultation with the Director, Standards & Guidance, participates in the implementation of operational and strategic initiatives. Ensures desired outcomes are met and supports evaluation and ongoing quality improvement.
5. Working in consultation with internal and external stakeholders, collaborates on the development, update, and application of the Standards of Practice and other program activities.
6. Ensures programs and services are evidence-based, efficient and effective, and reflect leading practices and relational regulation.
7. In partnership with Registration and Inquiry, Discipline & Monitoring staff, develops, implements, and supports regulatory professional practice reflection processes for registrants who have agreements or orders in place.
8. Works with registrants referred by Registration and Inquiry, Discipline, & Monitoring to assess and identify regulatory professional practice competence gaps and to assist them to achieve the applicable requirements set out by the BCCNM Inquiry and Discipline or Registration Committees.
9. Assesses, applies, and evaluates research related to existing and emerging regulatory professional practice issues to ensure evidence-informed standards consultations and policy development within BCCNM.
10. Provides content expertise in the development, implementation, and evaluation of resources designed to support standards consultations and registrant learning.
11. Demonstrates a commitment to ongoing learning related to Indigenous cultural safety and humility and supporting organizational actions towards addressing indigenous-specific racism in BC’s health care system.

**Your education & skills ​**

* ​Educational preparation at the master’s level in nursing or midwifery or related field
* 7 to 10 years’ experience in senior nursing or midwifery positions including healthcare administration with a comprehensive knowledge of nursing and/or midwifery regulatory and professional practice issues.
* Demonstrated ability to assess professional practice issues and to support individuals, teams, and employers in applying the Standards of Practice in complex environments and when resolving regulatory practice issues.
* Excellent interpersonal and well-developed communication skills.
* Experience working with a diverse range of stakeholders using a collaborative and solution-focused approach.
* Demonstrated ability to apply research processes and methodologies to support evidence-informed decision making.
* Comfortable working in a continuously evolving regulatory and legislative environment. Ability to deal with ambiguity and anticipate the impact of complex changes in practice.
* Proven project management skills and ability to solve problems within limited timeframes.
* Provincial travel may be required.
* Must hold practicing registration in good standing with BCCNM or be eligible for practicing registration with BCCNM. If a midwife, must hold practicing or non-practicing registration in good standing with BCCNM.
* Working level knowledge and experience using MS Office suite and virtual platforms. MS CRM Dynamics and MS SharePoint experience an asset.
* Knowledge and experience with LPN, NP, and/or midwifery practice would be an asset.
* Knowledge of Canadian colonial impacts on Indigenous people in social and health contexts, including social, economic, political, and historical realities impacting Indigenous communities and knowledge of Indigenous-specific anti-racism and accompanying reports (e.g. The Truth & Reconciliation Commission’s 94 Calls to Action (2015), the In Plain Sight Report (2020), and Reclaiming Power and Place’s Calls for Justice (2019)) is an asset.
* Demonstrated understanding of equity, diversity, inclusion, and cultural humility as they apply to health care is an asset.

**How to Apply**

If you are interested in this position, please apply online by 11:59pm on August 17, 2025. This opportunity will remain posted until filled; however, priority consideration will be given to those who apply by the deadline. To apply and see a full list of our current opportunities or to learn more about working at the BC College of Nurses & Midwives, please visit our website at [Careers at BCCNM](https://www.bccnm.ca/BCCNM/Careers/Pages/Careers_at_BCCNM.aspx).

**Collection Notice**

To apply to a job posting, you need to create an online account with BCCNM. To create an online account as well as apply for a job posting, you’ll be asked to provide personal information.

The BC College of Nurses and Midwives (BCCNM) collects your personal information for the purposes of creating your online account as well as for recruiting, evaluating, and selecting employees. The legal authority for collecting this information is under section 26 British Columbia’s *Freedom of Information and Protection of Privacy Act*.   If you have any questions about the Collection Notice, please contact [privacy@bccnm.ca](mailto:privacy@bccnm.ca).

**Please note**: BCCNM no longer requires staff, contractors, board and committee members, and volunteers to provide an attestation of vaccination related to the Covid-19 pandemic.

In the event of a Public Health Order being issued, the College is committed to full compliance with all directives and guidelines set forth by the Provincial Health Officer (PHO) to ensure the safety and well-being of our employees and the community partners we work with, consistent with the duty of the College to serve and protect the public.