

## Career Development

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*How to advance your career in the position you have.*

*How to find a job when the market is tight.*

As they search for their perfect job, midwives frequently contact ACNM. While we are happy to provide MidwifeJobs.com, we are also interested in helping members build their career in midwifery, so that the jobs come to you! Career development begins in the student years. If you wait until you need a job to begin this process, it is, in many ways, too late.

The keys to career development are self-marketing, networking and becoming an active member of a community. Midwives, overall, come to the profession with a clear commitment to both the profession and to women and families. Therefore, the tasks required to build a solid life-long career should flow naturally. If you develop a strong network professionally and cultivate a community, you help build the profession and keep strong links to that community for job hunting, advice, etc. When developing your career, never forget to ask yourself: what are my strengths, where is the need, and what are the alternatives.

The following suggestions and resources will assist in your career development:

### **ACNM professional involvement**

- Join ACNM – first as a student, continuing as a first year CNM/CM, and then as an active member. Visit our Membership page at <http://www.midwife.org/members.cfm>.
- Join your chapter. Become an active and *involved* member. If you are an active chapter member, you are a known entity, a hard worker and committed midwife. Who wouldn't call you first when they have a vacancy? Let people know when you are looking. Give chapter members your resume! (Locate your chapter at <http://www.midwife.org/chapters.cfm>)
- Become a state legislative contact. Be an active voice for midwifery. (Contact your chapter chair: <http://www.midwife.org/chapters.cfm>)
- Serve as chapter public relations liaison. Raise the visibility of your practice, chapter and the profession of midwifery. (Contact your chapter chair: <http://www.midwife.org/chapters.cfm>)
- Attend the ACNM annual meeting. Earn CEUs; expand your knowledge and network.
- Present at meetings. Share your experience and gain visibility.
- Write for :
  - The Journal of Midwifery and Women's Health (<http://www.jmwh.com/>)
  - Quickening. (<http://www.midwife.org/quickening/>)
- Get to know ACNM members, staff and Board of Directors.
- Volunteer at the committee/division level. (See the volunteer application at <http://www.midwife.org/committee.cfm>.)
- Represent your profession in other organizations such as the March of Dimes; Healthy Mothers, Health Babies; etc.

### **ACNM tools for members include:**

ACNM's Web site – the Professional Services section, <http://www.midwife.org/education.cfm>, includes other documents in this *QuickInfo* series, as well as other key information for midwives.

e-Midwife (the ACNM listserv) – group email discussions that allow members to exchange information in a peer-to-peer forum. The lists remove geographical boundaries from member communication. They are grouped by region as well as areas of interest.

ACNM Handbooks can be purchased at [www.ShopACNM.com](http://www.ShopACNM.com).

- Taking Action: A State Advocacy Handbook
- Getting Paid: Billing, Coding and Payment for Midwifery Services
- Clinical Privileges and Credentialing

### **Other ACNM Materials**

- Changing Health Care for the Better
- Evidence Based Health Care  
(<http://www.midwife.org/siteFiles/news/nursemidwiferyin2007.pdf>)

ACNM Practice Directory – a great place to advertise your practice and find others.  
(<http://www.midwife.org/MemPracDirectory.cfm>)

Professional Services Department – Staff are always available to assist with questions. Contact them at (240) 485-1844, or visit their web page (<http://www.midwife.org/education.cfm>)

Practice Development, Visibility and Outreach – A wealth of ideas are found in the Marketing and Public Relations Handbook, which may be purchased at [www.ShopACNM.com](http://www.ShopACNM.com).

- Network with the business and consumer communities: Chamber of Commerce, business and professional women's groups, business groups on health, etc.
- Advertise your availability to speak to groups; offer classes and educational programs.
- Participate in health fairs and/or consumer education programs.
- Develop contacts with insurance companies: contract managers, medical directors, public education managers, etc.
- Contact your state commission on women.

### **Job Hunting “nitty gritty”**

MidwifeJobs.com – the foremost career center for midwives, providing tools and services for both employers and job seekers. Contains frequently asked questions about everything from salaries, to requirements, to education programs. Truly a one of a kind resource for midwives.

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The ACNM “QuickInfo” series was developed by the Department of Professional Services to respond to common inquiries, summarizing ACNM resources regarding a particular topic, as well as listing selected literature and a variety of other resources. Your feedback is welcomed; contact Professional Services at (240) 485-1800 or [info@acnm.org](mailto:info@acnm.org).