



Recruitment Brief: National Resident Storytelling Project (2nd Ed)

We are looking for a storyteller who knows when to step back.

Resident doctors carry stories that are complex, intense, and often difficult to put into words. When shared well, these stories can shift how we understand medical training, identity, and care itself. When they are not shared, or not shaped with care, something important is lost.

Resident Doctors of Canada (RDoC) is developing a new, curated collection of resident stories from across the country. This is not a traditional anthology. It is a carefully shaped body of narratives grounded in lived experience - stories that are authentic, emotionally honest, and true to the voices of those who lived them.

To do this well, we are seeking a **Narrative Coach and Writer**: an experienced writer and interviewer who can help residents bring their stories forward. This role requires strong narrative skill, but equally, restraint, judgment, and the ability to support someone else's voice without overtaking it.

Some residents will arrive with written drafts that need shaping. Others will have powerful stories but need help finding the narrative. Some may prefer to tell their story aloud and have it carefully crafted into written form. In all cases, the facilitator's role is the same: to listen deeply, draw out what matters, and help shape a story that remains fully the resident's own.

About Resident Doctors of Canada (RDoC)

Resident Doctors of Canada (RDoC) is a national organization that represents resident doctors across Canada outside of Quebec and works to improve the conditions in which they learn and work. Since 1972, RDoC has collaborated with partners across the health system to support excellence in medical training, physician well-being, and patient care.

At the heart of this work is a focus on culture. RDoC's mission is to champion healthier ways for residents to learn and work, so that resident doctors can thrive as physicians giving their best possible care to their patients and the communities they serve.

Project Overview

RDoC is launching the second edition of its national storytelling project; a curated collection of written narratives that reflect the lived experiences of resident doctors across Canada. For reference, see the first edition [Inside the Lives of Canada's Resident Doctors](#).

This phase of the project will build on the success of the first edition, and focus on developing a new, strong, thoughtfully shaped book. Residents may come with draft stories, or with experiences that need support to



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take form. The goal is to create narratives that are authentic, emotionally honest, and grounded in each resident's own voice.

Over time, this work may expand into additional storytelling formats. For now, the focus is on building a high-quality written collection.

Beyond the collection itself, this project aims to foster belonging, elevate underrepresented perspectives, and contribute to cultural change in medicine by making space for stories that are often unheard.

The process is intentionally designed to be trauma-informed, psychologically safe, and participant-led. Contributors retain agency over how their stories are shaped and shared.

To support this work, RDoC is recruiting a **Narrative Coach and Writer** to partner closely with the RDoC team in bringing these stories forward. This is a single, dedicated role that will work across the project to ensure consistency, trust, and narrative integrity.

Role Summary

The **Narrative Coach and Writer** will work closely with participating residents to shape written narratives in each resident's own voice. This role is not about authorship or interpretation; it is about listening, guiding, and helping a story take form.

Residents retain full agency over their stories, including final approval prior to publication.

In this role, you will:

- Conduct 1–2 virtual, confidential, trauma-informed narrative interviews with each participating resident doctor;
- Create a psychologically safe environment for residents sharing sensitive or emotionally complex experiences;
- Draw out authentic narratives through skilled interviewing, active listening, and thoughtful prompting;
- **Shape narratives, through conversation and draft development, into compelling 750–1,000-word written stories while preserving voice, tone, and intent and authentically representing the storyteller.**
- Revise drafts in collaboration with participants; residents retain final approval
- Support participant preferences for attribution (full name, initials, or anonymous) and reduce identifiability risks where needed
- Uphold strict confidentiality and adhere to RDoC's privacy and ethical storytelling guidelines



- The Narrative Coach and Writer’s voice should not be visible in the final narratives.

Project Roles and Decision-Making

This project is intentionally structured to balance narrative integrity with thoughtful curation of the final collection.

RDoC Project Team

The RDoC team is responsible for the overall direction and composition of the collection. This includes identifying and selecting stories for development, with the goal of ensuring a diversity of perspectives, experiences, and voices. The team also provides ethical oversight and makes final decisions regarding inclusion in the published collection.

Narrative Coach and Writer

The Narrative Coach and Writer works independently in their craft, partnering with residents to shape individual stories. They do not determine which stories are selected for the collection and do not participate in editorial decision-making about inclusion.

Resident Storytellers

Residents retain full agency over their stories, including the right to revise or withdraw their narrative at any stage. No story is published without the resident’s explicit approval.

Qualifications

We are looking for a writer with strong narrative skill and sound judgment—someone who can shape stories with care while respecting the voice and intent of the person telling them.

You bring:

- Demonstrated experience in narrative interviewing (e.g., journalism, oral history, narrative medicine, qualitative research, or similar), ideally with a trauma-informed approach;
- Proven ability to write compelling narrative non-fiction while preserving the speaker’s authentic voice;
- Experience working with equity-advancing or historically underrepresented communities; cultural humility is essential;
- The ability to navigate sensitive material with empathy, restraint, and ethical awareness;
- Strong judgment regarding privacy, anonymity, and boundaries; and



- The ability to balance narrative craft with authorial restraint.

Professional Expectations

This role requires consistency, reliability, and clear communication.

- Meet agreed-upon timelines to support the overall project schedule;
- Deliver drafts, revisions, and communications in a timely manner;
- Communicate early and proactively if any issue may affect timelines or deliverables; and
- Remain a consistent partner throughout the story collection period (June 2027–March 2027); work cannot be delegated.

Process & Deliverables

Each story will follow a structured but flexible process:

- Initial planning conversation with the RDoC team;
- Preparation and review of relevant project materials;
- One to two virtual narrative interviews (60–90 minutes each);
- Development of a 750–1,000-word written narrative;
- Revisions in collaboration with the resident storyteller; and
- Periodic check-ins with the RDoC team to support alignment and progress.

Additional expectations:

- Avoid inclusion of identifiable patient, colleague, or institutional details;
- Ensure the resident storyteller retains final approval of the narrative;
- Maintain strict confidentiality of story concepts, interviews, and draft materials; and
- Acknowledge that RDoC retains copyright; content may not be reused.

Psychological Safety & Ethical Practice

This work involves personal and, at times, emotionally complex experiences. The Narrative Coach and Writer is expected to approach all interactions with care, respect, and sound judgment.

In this role, you will:

- Maintain a trauma-informed, participant-led approach throughout the storytelling process;
- Create space for residents to share at their own pace, and pause or stop interviews if a participant



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shows signs of distress;

- Respect a participant's choice to revise or withdraw their story at any stage;
- Be clear that storytelling is not therapy; if a participant seeks support or experiences distress, refer them to RDoC so appropriate resources can be provided; and
- Shape narratives with care while avoiding the imposition of interpretation, tone, or perspective that is not the resident's own.

Equity Statement

RDoC is committed to amplifying voices that have historically been underrepresented in medical training.

We encourage applications from Indigenous and Black writers, as well as writers from other underrepresented communities. Lived experience, cultural humility, and an understanding of systemic inequities are important strengths for this role.

Timeline & Compensation

The project will begin following the recruitment of the Narrative Coach and Writer (target early June 2026) and will continue through to completion (target March 2027).

Compensation will be provided on a per-story basis and will reflect the full scope of work, including preparation, narrative interviews, writing, revisions, and collaboration with the RDoC team.

Each story is expected to involve approximately **12–20 hours** of work. Rates will be negotiated with the selected candidate based on experience. We anticipate a collection of **20-30 stories**.

How to Express Interest

Please submit the following to stories@residentdoctors.ca :

- A short biography outlining relevant interviewing and writing experience
- 1-2 narrative nonfiction writing samples
- A brief statement describing your approach to trauma-informed, equitable storytelling