



Position Summary

The Doula provides prenatal, delivery, and postpartum care to pregnant people who screen as high risk for adverse health and birth outcomes. The Doula will provide culturally responsive care, education, and support through home visits during and after birth. The Doula will promote healthy pregnancies, breastfeeding, and parent-infant attachment. Visits will focus on improving health and birth outcomes and building resilience and support for families. The Doula reports to the Doula Program Manager.

Minimum Qualifications

- Experience in Maternal Child Health, 1-3 years preferred
- Doula trained by HCO (Health Connect One) Community Based Doula training or other nationally recognized Doula training
- Comfortable going into people's homes
- Good communication skills and ability to work as a team member
- Ability to acknowledge, discuss, and address racial equity issues impacting health
- Commitment to culturally responsive care
- Relevant knowledge of perinatal health and human service agencies and resources within our Rochester Community
- Valid NYS Driver's License. Insurance, and reliable transportation The ability to multitask and satisfy travel requirements and 24/7 on-call availability

Duties and Responsibilities

- Follow HBN Doula job protocols and procedures Establish trusting relationships with families being served
- Visit pregnant and parenting women in their homes and other HBN determined settings and frequencies
- Prepare women for hospital labor and delivery experience and new parenting role
- Attend and support participants through labor and delivery and initial hours of the postpartum period utilizing doula essential skills of comfort measures, breathing techniques, and assistance with infant feeding prioritizing breastfeeding initiation and continuation
- Visit mother-baby pair at home within 48 hours of discharge
- Maintain postpartum contact for HBN determined period (currently 12 weeks postpartum); support infant feeding and care prioritizing breastfeeding, provide emotional and logistical support to new mom and family
- Facilitate, advocate, and monitor mother-baby pair's medical care
- Maintain comprehensive client records and documentation including required data entry and records from birth and postpartum care, and funder requirements
- Collaborate with Partners (including medical and non-medical providers) to assess, advocate, and address structural issues, structural racism, bias, and racial health disparities impairing optimum health and birth outcomes
- Maintain competency in emergent Maternal Child Health issues and best practices in Doula Care
- Maintain current knowledge of health and social trends impacting Rochester, NY, including assets and challenges
- Develop and maintain a robust understanding of Rochester neighborhoods
- Maintain program participant confidentiality
- Representation of HBN is expected while on duty (HBN Doula Badge and shirt)
- No other business should be represented on things such as clothing, while at an HBN birth or visit
- Support 24-30 moms and families in a 12-month period
- Attend Monthly Black Doula Collaborative meetings
- Other related tasks as needed

Salary and Benefits

- **\$56,000 Salary**

- 401 (k)
- Dental Insurance
- Health Insurance
- Health Savings Account
- Paid Time Off
- Professional Development Assistance

To apply, submit a **cover letter, resume, and references** by email to jasmine@healthy-baby.net

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