

Contract Community Doula

Birth and Postpartum Support

Contract Type: Independent Contractor

Number of Openings: Two

Location: St. Louis and surrounding areas

Work Model: Community-based, hospital-based, home-based, and hybrid administrative work

Primary Stewardship Pod: Clinical & Community Care Stewardship Pod

Collaborating Pod: Community Engagement & Convening Stewardship Pod

About Jamaa Birth Village

The Historic Jamaa Birth Village Cultural Heritage Center is a Black maternal health organization rooted in reproductive justice, birth justice, cultural preservation, communal care, and the preservation of Black midwifery and birthwork traditions.

Jamaa provides and supports maternal health education, doula care, midwifery care, cultural programming, advocacy, community resources, and healing-centered support for families throughout the reproductive journey.

We are seeking two trained contract doulas to provide birth and postpartum doula care to families who contact Jamaa seeking support. Jamaa will connect approved doulas with families whose care is funded or otherwise coordinated through the organization.

Position Overview

The Contract Community Doula provides culturally responsive, relationship-centered birth and postpartum support to families connected to Jamaa Birth Village.

Families served through this role may give birth in local hospitals, at home with an independent midwife, or in another community-based setting outside Jamaa. The doula is responsible for providing nonclinical emotional, physical, educational, advocacy, and informational support before, during, and after birth.

This position is intended for trained doulas who are comfortable working within a communal model of care and serving Black, Indigenous, and other historically underserved families. Doulas should understand that they are not only completing visits. They are helping steward family trust, dignity, safety, informed decision-making, and continuity of care.

Contractors may provide:

- Birth doula care
- Postpartum doula care
- Combined birth and postpartum care

Client assignments will be offered based on the doula's availability, location, experience, scope of practice, and mutual fit with the family. Doulas retain the right to accept or decline client assignments.

Scope of Birth Doula Care

A full birth doula care package generally includes:

- One initial consultation
- Two prenatal visits of up to two hours each
- Ongoing communication and preparation support during pregnancy
- On-call availability surrounding the client's estimated due date
- Continuous labor and birth support
- Support for one to two hours immediately following birth
- Two postpartum visits of up to two hours each
- Referrals and connection to additional resources when appropriate
- Timely charting and documentation of all client contacts and visits

Additional prenatal or postpartum visits may be approved based on family needs and Jamaa's care plan.

Scope of Postpartum Doula Care

Postpartum doula support may include:

- Emotional support and postpartum adjustment
- Recovery support following birth
- Infant-care education
- Feeding and lactation support within the doula's training and scope
- Rest planning and family support
- Newborn and household transition support
- Resource navigation and referrals
- Postpartum wellness check-ins
- Documentation of all services provided

Postpartum scheduling and the total number of approved visits will be established before the assignment begins.

Communal Care Expectations

Jamaa's doula model is grounded in whole-family and community-centered support. Doulas are expected to respect the client's family structure, culture, identity, values, spiritual practices, and informed decisions.

The doula must be able to work collaboratively with families, Jamaa staff, hospitals, midwives, clinicians, and other members of the client's care team while remaining within the doula's nonclinical scope of practice.

The doula must discontinue birth support services and notify Jamaa if a client makes a confirmed decision to proceed with an unassisted birth without a qualified medical or midwifery provider present.

Availability and Client Assignments

Contract doulas are expected to:

- Provide general availability up to six months in advance
- Maintain capacity to accept at least two clients per month when assignments are available and mutually aligned
- Communicate blocked dates, travel, scheduling changes, and other availability limitations proactively
- Review each referral and determine whether the assignment is compatible with their availability and scope
- Respond to client referrals and organizational communication within the required timeframe
- Notify Jamaa promptly when circumstances may affect continuity of care
- Work with Jamaa to support a care transition if the doula can no longer serve an assigned family

The availability of client assignments is not guaranteed. Assignments depend on family need, funding, timing, mutual fit, and the doula's availability.

Contractor Responsibilities

The Contract Community Doula is responsible for:

- Providing timely, respectful, and culturally responsive care
- Maintaining consistent communication with assigned families
- Arriving punctually for scheduled visits
- Maintaining professional boundaries and confidentiality
- Staying within the nonclinical scope of doula practice

- Completing all required client forms and care documentation
- Charting all visits and client contacts in Jamaa's designated electronic record system
- Submitting invoices and documentation within required deadlines
- Reporting concerns, incidents, adverse events, or disruptions in care promptly
- Wearing the approved Jamaa identification badge and organizational shirt when required
- Participating in required orientation, training, and contractor meetings
- Maintaining their own reliable transportation
- Maintaining required training, certification, insurance, and professional expenses
- Following Jamaa's policies, reproductive justice framework, privacy standards, and community-care expectations

Documentation and Billing

All client visits, communications, services, and relevant follow-up must be documented in Jamaa's designated electronic record system.

Contractors must submit completed documentation and invoices within 30 days of providing services. Services that are not documented or billed within the required timeframe may not be eligible for payment.

Invoices must be submitted by the last calendar day of the month for processing under Jamaa's Net-30 payment schedule.

Compensation

Contractors may be compensated through one of the following approved structures:

Full Birth and Postpartum Package

\$1,500 per completed full-spectrum client assignment

This package generally includes prenatal preparation, labor and birth support, immediate postpartum support, postpartum visits, communication, documentation, and care coordination.

Itemized Care

- **\$150 per approved prenatal visit**
- **\$600 for labor and birth support**
- **\$150 per approved postpartum visit**

Up to three prenatal visits and three postpartum visits may be approved, depending on the family's care plan and available funding.

Postpartum-only assignments may be compensated per approved visit or through a separately agreed-upon package.

All compensation structures must be confirmed before services begin. Payment is contingent upon timely documentation, invoicing, and completion of the approved scope of work.

Required Qualifications

Applicants must:

- Be a trained birth doula, postpartum doula, or full-spectrum doula
- Have completed training through a recognized community-based or professional doula-training program
- Have experience supporting pregnant, birthing, and/or postpartum families
- Understand the nonclinical scope and ethical responsibilities of doula care
- Be comfortable serving Black, Indigenous, and other historically underserved families
- Demonstrate foundational understanding of Black maternal health, reproductive justice, birth justice, informed consent, and community-centered care
- Communicate clearly and proactively
- Be reliable, punctual, organized, and able to complete documentation
- Be comfortable working in hospitals, homes, virtual environments, and community settings
- Maintain current CPR and first-aid certification
- Maintain professional liability insurance and provide proof of coverage as required
- Complete Jamaa's interview, background-check, onboarding, and credentialing process
- Maintain reliable phone, internet, transportation, and access to required technology

Preferred Qualifications

Preference may be given to doulas who have:

- At least one year of active doula experience
- Experience supporting hospital births
- Experience collaborating with community midwives
- Experience providing postpartum support
- Training in lactation, childbirth education, bereavement, abortion support, or full-spectrum care
- Experience working within Black maternal health, reproductive justice, healing justice, or community-based organizations
- Familiarity with electronic client documentation systems
- Strong knowledge of local maternal health and family-support resources

Independent Contractor Status

This is an independent-contractor opportunity and does not create an employer-employee relationship. Contractors are responsible for their own taxes, transportation, certifications, equipment, insurance, and other business-related expenses unless otherwise stated in writing.

Contractors may maintain outside employment or independent practices as long as those responsibilities do not interfere with services accepted through Jamaa.

Either party may end the contractor relationship according to the notice requirements contained in the final independent-contractor agreement.

Who We Are Looking For

We are looking for doulas who understand that this work is relational and rooted in trust. We want people who communicate, follow through, respect families, honor informed choice, and know how to work collaboratively without losing their own grounding.

The right doula will be able to hold both tenderness and responsibility. They will understand that communal care does not remove accountability. It requires reliability, documentation, ethical practice, healthy boundaries, and a commitment to showing up for families with dignity and integrity.