



Perinatal Team Leader

(3 available posts, including one with a youth specialism)

Outline terms of employment:

- Reports to: Perinatal Service Manager
- Salary: £28,000 per annum (and up to 3% matched contribution to pension)
- Location: Hybrid work from home and in our Glasgow Office. Also working in clients' homes, in hospitals and in other community locations.
- Hours of work: The role is full time (remunerated at 35 hours per week). Working hours will include 30 core hours per week, plus one week in four of additional evening and weekend on-call duties.
- Flexibility: As part of our commitment to diversity and flexible working, we will consider flexible working options for the successful candidate.
- Contract period: One year, with a view to extending subject to funding.
- Probationary period: Three months (during which time statutory rights apply).
- Holiday entitlement: Equal to 34 days per year (includes 9 bank holidays)

The above are outline terms only, and a full statement of employment particulars will be issued to the successful candidate.

To apply:

- Please apply via our website: <https://ammabirthcompanions.org/about/join-our-team>
- Application deadline: Sunday 22nd May
- Interview dates: Thursday 26th and Friday 27th May 2022

About Amma

Amma Birth Companions is a Glasgow charity that supports pregnant people and new parents facing significant adversity on their journey to parenthood. Our mission is to create a supportive space where individuals feel seen, informed, and empowered in all aspects of their birth experience.



We provide volunteer companions to those who are facing pregnancy, birth, and early parenthood with limited support. This includes, but is not limited to, those who are refugees and in the asylum process. We are in the process of expanding to reach other client groups.

Our companions offer one-to-one emotional and practical support throughout the perinatal phase, which is complemented by education and peer support activities.

Job description

The post holder will manage a caseload of clients, ensuring that safe, appropriate and trauma informed support is provided from 3rd trimester of pregnancy until approximately three weeks after the baby is born. This role combines coordinating teams of volunteer companions and providing support directly to our clients.

Clients will often be assigned a small team of companion volunteers according to their individual needs and preferences. The Perinatal Team Leader will lead each team, ensuring continuous support is provided throughout the perinatal period. Support should be person-centred depending on individual needs. Support is offered in clients' homes, at hospital or other appointments, and during birth.

Support may include:

- Emotional & practical support
- Advocacy
- Providing information about birth choices, rights and processes
- Birth preparation
- Postnatal support

The post holder will:

- Provide support, supervision, guidance and shadowing opportunities to volunteers
- Provide support directly to clients to ensure a continuous service is provide
- Be the primary companion when specialist support is needed for clients facing particularly complex or difficult situations



- Keep thorough records using our client database and ensuring volunteers do the same
- Track work progress using Microsoft Excel
- Develop and maintain strong relationships with partner agencies, making onward referrals to ensure clients' needs are met by the most appropriate agency
- Ensure the service adheres to adult safeguarding and child protection procedures and manage any associated risks
- Engage in regular case file reviews with members of the staff team
- Work with the Volunteer Manager to deal with any disciplinary and practice issues that arise
- Create and deliver volunteer training
- Deliver birth preparation sessions either one-to-one, with partners, or with groups

Note: We are recruiting three people to these roles, one of whom will have a focus on working with young people. This is a new area of development and may entail a higher proportion of group work and birth preparation.

Hours and On Call Requirement

As births can happen at any time of the day or night, Amma operates an on-call system to ensure that support is provided 24/7. Perinatal Team Leaders will receive a full-time salary (equivalent to 35 hours per week) and will work a 30-hour standard week. In addition to this, they will be on call one week in every four. The on-call period entails:

- Being a back-up to attend births and emergency appointments
- Answering the emergency phone in the evening and at the weekend
- Addressing any urgent issues arising
- Monitoring Whatsapp groups involving volunteer companions who are on call for a birth

When attending births, hours of work may be long. Time will be given for rest and recuperation afterwards.

Weekly hours can be flexible but team members must be available to attend staff meetings, including on-call and handover meetings.



Person specification

The successful candidates will have:

Essential

- Experience of sensitively assessing and responding to the needs of pregnant people and new parents
- Thorough knowledge of and experience of providing pregnancy, birth, postnatal support and an understanding of newborn care
- Ability to provide support, supervision, and coaching to volunteers
- Proactive commitment to safeguarding and risk management
- Caring, compassionate, and calm disposition
- Confidence to advocate
- Clear English-language communication skills – both written and verbal
- Excellent organisational skills and a methodical approach
- Ability and willingness to use computer systems such as our client database and Microsoft Teams and Excel
- Self-motivation, emotional resilience, a flexible approach, and the ability to effectively manage your own wellbeing
- Strong ability to manage confidentiality and boundaries, ensuring GDPR compliance
- Belief in the organisation's values including a commitment to anti-racism and inclusivity
- Ability and willingness to travel to appointments and births
- Ability and willingness to undertake hybrid-working, both at home and in the Amma office
- Ability and willingness to work antisocial hours and be on-call, including attending births
- Willingness to follow health and safety guidance including government guidance on Covid-19
- Ability to physically support people during birth, often over long hours. This may include weight bearing and standing for long periods. This also working in homes which are only accessible by stairs.
- Willingness to provide hands-on care such as physical touch and massage
- Willingness to support people within a home setting and within other accommodation across the city
- Experience of working collaboratively with other organisations



- Knowledgeable about the social contexts and intersectional inequalities that can increase vulnerability

Desirable:

- Experience of supporting people facing issues related to the asylum process, mental health and/or trauma
- Experience of working in third sector
- Ability to speak languages spoken by our client group
- Experience of working with interpreters
- Relevant lived experience of issues faced by Amma's client group

Youth Specialist:

We are looking to recruit one Perinatal Team Leader to develop our new youth project. This worker would have:

- Experience of supporting young people aged 25 and under
- Ability to facilitate group workshops with young people
- Initiative, enthusiasm, and flexibility to support the development of a new project

More details

Amma believes in fairness, equity, diversity and inclusion. We recognise the importance of an inclusive and diverse workforce and we strive to ensure our recruitment process is inclusive and accessible to everyone.

We welcome and actively encourage applications from people with a diverse range of experiences, regardless of age, disability, gender, ethnicity, religion and sexual orientation. We also welcome and encourage applications from people with lived experience of our client group.

This role will be subject to references and a Protection of Vulnerable Groups check.