

Perinatal Team leader

Terms of Employment:

- Reports to: Perinatal Services Manager
- Salary: £30,282 per annum (and 3% employer contribution to pension)
- Location: Hybrid – home working, Glasgow office, and community and hospital settings
- Hours/pattern of work: Full-time (35 hours per week): 30 core hours plus one week in four of on-call cover
- Flexible working: We welcome requests for flexible working arrangements
- Contract: One year, with a view to extension subject to funding
- Probationary period: Three months (statutory rights apply throughout)
- Holiday entitlement: Equal to 34 days per year pro rata (includes 9 bank holidays)
- This post is subject to satisfactory references and a Protection of Vulnerable Groups (PVG) check.

Overview

This is a meaningful and rewarding role at the heart of Amma's work, supporting people who face significant barriers during pregnancy, birth and early parenthood – offering a consistent, compassionate presence at a time when it matters most.

As a Perinatal Team Leader, you will combine direct support to parents with the coordination and mentorship of a team of dedicated volunteer companions, helping to ensure that every person we work with feels seen, informed and genuinely cared for. You will join a team of Perinatal Team Leaders, working collaboratively and reporting to the Perinatal Services Manager.

About Amma

Amma Birth Companions is a Glasgow charity supporting people facing significant adversity on their journey to parenthood. Our mission is to improve pregnancy, birth, and parenting experiences for those most impacted by systemic inequities

We provide volunteer companions to those navigating pregnancy, birth and early parenthood with limited support – including those going through asylum and immigration processes.

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

The Role

As a Perinatal Team Leader, you will be responsible for a caseload of women and birthing people from the third trimester of pregnancy through to approximately three weeks after the birth. You will provide direct support and coordinate small teams of volunteer companions, tailoring your approach to each person's individual needs and circumstances. Support is delivered in people's homes, at hospital and other appointments, and during labour and birth.

Support you will provide may include:

- Emotional and practical support through pregnancy, birth and the postnatal period

- Advocacy and help navigating systems and services
- Information about birth choices, rights and processes
- Birth preparation and antenatal education
- Intensive, trauma-informed support in acute situations, including baby loss, mental health crisis, domestic abuse, trafficking or destitution

Birth support is physically and emotionally intimate work. You will be present with people during labour and delivery, offering hands-on comfort, including massage and physical touch, often over many hours, in moments of real vulnerability. Many of the people we work with have experienced gender-based violence, abuse or exploitation, and carry significant trauma histories. That shapes what they need from the people around them during birth. This is something we take seriously in how we design and deliver our services, and it's part of the context you'll be working in every day.

Day to day, you will:

- Provide direct, person-centred support to clients, adapting as their needs change
- Coordinate and mentor teams of volunteer companions through guidance, shadowing and regular support
- Maintain thorough records using our client database and support volunteers to do the same
- Build and sustain strong relationships with partner agencies, making onward referrals as appropriate
- Ensure the service adheres to adult safeguarding and child protection procedures and manage associated risks
- Participate in regular case file reviews with colleagues
- Work with the Volunteer Manager to address any practice issues
- Collaborate on and deliver volunteer training
- Co-facilitate antenatal classes on occasion

On-Call Arrangements

Because births can happen at any time, Amma operates a 24/7 on-call system. You will work a 30-hour standard week and be on call for one week in every four. During on-call weeks, you will:

- Be available to attend births and emergency appointments when volunteers are unavailable
- Answer the on-call phone and oversee WhatsApp groups for people in our care
- Address urgent issues as they arise
- Support and oversee volunteers attending births or volunteering out of hours

Birth support can involve long and unpredictable hours. Rest and recuperation time will always follow an attended birth.

Who We're Looking For

We are looking for someone who brings genuine warmth and calm to challenging situations – someone who can hold space for people in moments of real vulnerability, whilst remaining organised, proactive and confident in leading others.

Essential

- Experience of sensitively assessing and responding to the needs of pregnant people and new parents
- Thorough knowledge of and hands-on experience in pregnancy, birth and postnatal support, including newborn care
- A high degree of flexibility and ability to respond to the unpredictable nature of birth and complex situations
- Ability to provide oversight, support and guidance to volunteers or other team members
- A proactive commitment to safeguarding and risk management
- A caring, compassionate and calm disposition, with the confidence to advocate on behalf of others
- Clear written and verbal communication skills in English
- Strong organisational skills and a methodical approach to managing a varied caseload
- Confident using digital tools, including our client database, Microsoft Teams and Excel
- While Amma provides a very supportive environment, including clinical supervision, applicants should be self-motivated and have emotional resilience and the ability to manage their own wellbeing effectively
- Ability to maintain confidentiality and professional boundaries in line with GDPR requirements
- Commitment to Amma's values and guiding principles, including anti-racism and trauma-informed practice
- Willingness to routinely travel and work across Glasgow in people's homes, in hospitals and in the office
- Ability and willingness to work outside standard hours and be on call, including attending births at short notice
- Willingness to follow health, safety and lone working guidance across a range of settings
- Physical ability to provide support during labour and birth, including standing for long periods and working in homes accessible only by stairs
- Comfortable working in environments that may include loud noise, crowded spaces, food odours, and variable lighting and temperature.
- Willingness to provide hands-on care, including physical touch and massage
- Experience of collaborative working with other organisations
- Knowledge of the social contexts and intersectional inequalities that can increase vulnerability

Desirable

- Experience of supporting people facing asylum or immigration processes, mental health challenges or trauma

- Experience of working in the third sector
- Ability to speak languages used by our client group
- Experience of working with interpreters
- Relevant lived experience of issues faced by Amma's client group
- A full driving licence and regular access to a car

Equalities, Diversity and Inclusion

Amma is committed to fairness, equity, diversity and inclusion. We believe that a diverse workforce makes us stronger, and we work to ensure our recruitment processes are accessible and welcoming to everyone.

We are committed to equal opportunities and welcome applications from people with a wide range of backgrounds and experiences. We particularly encourage applications from people from racialised communities, and from people with lived experience relevant to the communities we serve.

We are committed to making our roles as accessible as possible and to supporting staff with additional needs. Please do let us know if you have any accessibility requirements or would like to discuss reasonable adjustments.

How to Apply

We'd love to hear from you. Please apply via our website:

<https://ammabirthcompanions.org/about/join-our-team>

- Application deadline: 1st June 2026
- Interview dates: Wednesday 17th and Thursday 18th June 2026
- Interview location: In-person at Amma's office (Glasgow city centre)

If you have any questions about the role or the application process, please contact our Head of Services, sarah@ammabirthcompanions.org.