

BIRTH DOULA CONTRACT OPENINGS 02.23.26

Open Arms' Birth Doula Services program is looking for trained and/or certified birth doulas to join our core team of contract doulas! Community-based matching is central to the success of Open Arms' Birth Doula Services Program. By pairing birthing people with doulas from their communities, we ensure culturally responsive care that centers families' traditions and lived experiences. For this reason, we are seeking doulas who demonstrate lived experience in one or more of the following communities, including but not limited to: Black/African American, Spanish-speaking/Latine, American Indian/Alaska Native, Asian, Pacific Islander and LGBTQIA+ communities. We are looking for doulas who can serve multilingual families across King, Pierce, and Snohomish Counties.

Scope Overview:

- Doulas will be asked for their availability for births throughout the year. With the support of our Intake team and program administration staff, doulas will be matched with families when referrals come in. Doulas will then need to connect with the family during their third trimester.
- At home visits and virtual visits, doulas will provide parents with education, resources, emotional support, and appropriate referrals. Our Family Support Services team is available to help with resource and referral connections.
 - **Three prenatal visits during the third trimester:** Topics include completing a birth plan, preparing for labor, setting up the home to welcome baby, postnatal care plan
 - **Continuous support throughout Labor and delivery:** On-call availability within two weeks of the estimated due date, until birth, and continuous support during labor
 - **Three postnatal visits:** Topics include feeding and lactation support, postpartum healing, soothing techniques, caring for baby and healthy development, childbirth and parenting education, and connecting families to baby supplies and other essentials
- Post-match and post-birth follow ups focused on supporting families with processing their needs, discussing birth experience, and supporting connections to additional referrals and resources.
- Complete timely and accurate visit notes in our secure cloud-based database.
- Attend monthly meetings and relevant trainings.

Priority consideration will be given to birth doulas who demonstrate any of the following preferred qualifications:

- Fluency in the following languages: Spanish, Dari, Pashto, French, Tigrinya, Portuguese, Mandarin, and Tagalog
- Ability to serve families in South King County
- State certification or the willingness to complete within the first 3 months
- Prior experience working with Open Arms

Required Doula Qualifications:

- Training, certification, or experience as a birth doula
- Demonstrated commitment to helping families experience satisfying birth and parenting experiences
- Ability to maintain confidentiality around sensitive information
- Passion for and commitment to the mission of Open Arms and community-based work.
- Experience working with diverse staff and communities of color. The applicant should have a strong racial, disability, gender, and economic justice framework.

- Commitment to anti-oppression and de-colonization work with a focus on racial equity and reproductive justice, specific to birth justice
- COVID-19 proof of full vaccination, booster after January 2022, or medical or religious exemption request is required for in-person work.
- Background check and reference checks are required
- Proof of eligibility to work as an independent contractor
- Reliable transportation for regular home visits and birth support

What Open Arms Provides to our Doula team:

- Generous opportunities for professional development and training including access to classes, resources, and interactive community spaces for doulas and families
- Support from doula mentors, on-call 24-hour clinical consultation, and regular check-ins with Lead Doulas
- Support from our Family Support Services team who helps connect families with essential resources
- A strong network of experienced birthworkers and support staff. We have a central office on Beacon Hill where doulas can meet with others and have access to supplies for families.

APPLICATION PROCESS

Visit our [CAREER CENTER](#) to complete the application questionnaire and upload your resume.

Applications submitted by **March 6, 2026** will be given priority consideration. Applications submitted after this date will be reviewed on a rolling basis.

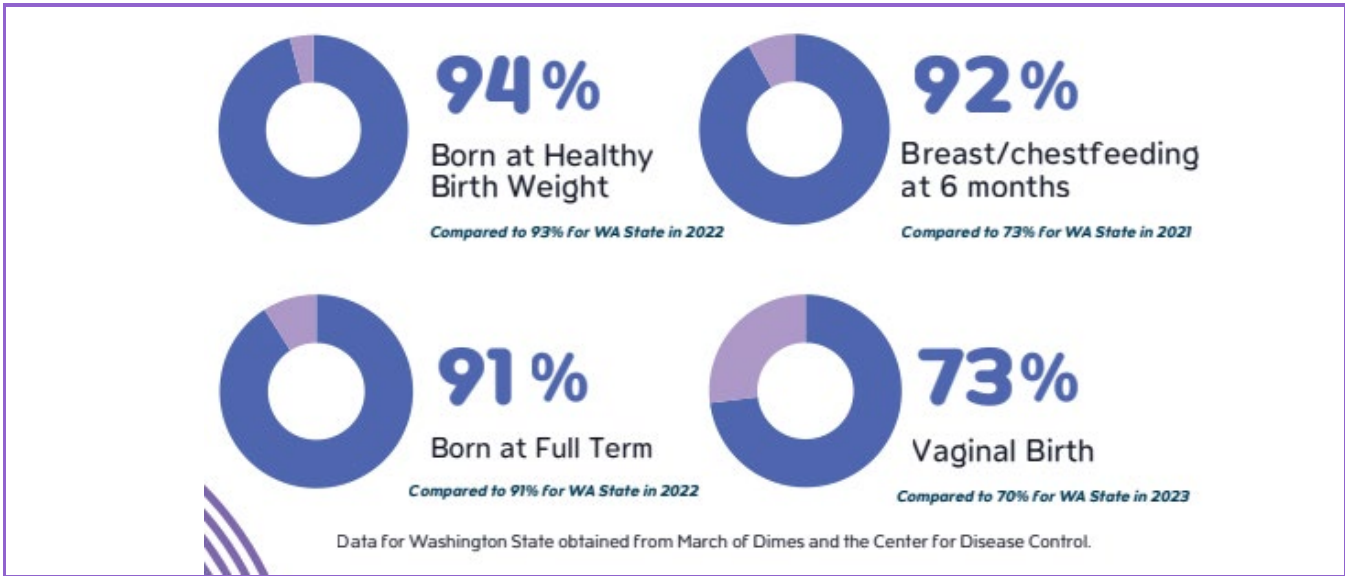
Our team will be conducting phone screens, and interviews will be held in-person at our Beacon Hill office.

ABOUT BIRTH DOULA SERVICES

A Birth Doula is a trained, community health worker who provides emotional, physical, and informational support for pregnant people before, during, and after labor. Community-based doulas honor and uphold the cultural traditions of the birthing person and their family. The Birth Doula Services program is a no-cost, community-based support program that aims to provide cultural, community, and language-matched doula support whenever possible. Families are matched with doulas who align with the family’s request and with doulas who are of and from the communities they serve. Services begin in the birthing person’s third trimester and end three to six months after the baby is born.

Program enrollment qualifications for families include:

- Birthing people living within King, Pierce, and Snohomish Counties
- Free of cost to families who income qualify. Families qualify for our services if they are enrolled in Medicaid, WIC, or other state benefit programs, or confirm their income is at or below 210% of the federal poverty line. Our goal is to be as low-barrier and accessible as possible.
- Families can self-refer or can be referred to our programs by their providers. A member of our intake team shares program information and connects the family with the Birth Doula Services program.
- Families complete an enrollment packet with their doula, then services can begin.



ABOUT OPEN ARMS

Open Arms was founded in 1997 by a small group of community members who envisioned a world that cherishes birthing people, their babies, families, and communities. Today, that vision translates into a community-based organization that serves more than 300 families annually who qualify based on income.

Our culturally responsive services include doula care, lactation support, and perinatal education, and our community-based approach has proven to be highly effective. Open Arms is the first community doula program in the nation to be nationally accredited through

HealthConnect One*, and our work has earned the trust and partnership of the philanthropic community. The families we serve are achieving stronger, healthier outcomes that exceed local and national measures.



Our thriving organization is powered by a majority BIPOC staff who are dedicated and passionate about ensuring our programs address and mitigate risk factors that disproportionately affect communities of color. We're driven by a vision of healthier births and greater equity in maternal and infant health, ensuring that every family receives compassionate care and the best possible start.

** HealthConnect One is a national leader in advancing equitable, community-based, peer-to-peer support for pregnancy, birth, lactation, and early parenting.*

About Our Workplace

- FLEXIBLE & FAMILY-FRIENDLY ENVIRONMENT:** Open Arms is proud and committed to being a family-friendly workplace. We offer flexible work schedules with remote work being part of the usual weekly schedule for almost all staff as it fits with their job duties. Children of any age are welcome in our office, and many staff bring their children to work on a regular or as-needed basis. We have an onsite lactation lounge and encourage chestfeeding in the workplace. **Note: Children are not allowed at births and home visits for safety reasons**
- SUPPORTIVE AND INCLUSIVE CULTURE:** We have an informal workplace culture, and we develop strong, supportive connections with each other. We have a highly collaborative culture and an open-office work environment. We are proud of our extremely diverse staff in all demographic areas, which

creates a very rich and inclusionary organizational culture. More than 80% of our staff identify as people of color.

- **COMMITMENT TO EQUITY:** Open Arms strives to be an affirming, positive, diverse work environment. Open Arms provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. We strongly encourage applications from communities of color and other historically underrepresented and marginalized groups.
- **HYBRID WORK ENVIRONMENT:** At Open Arms, many staff are working remotely if their job duties allow. In general, in-person required activities include but are not limited to regular team meetings, some 1-1 check ins, org-wide meetings, client visits, and pick up/drop off items.
- **HEALTH:** Since our work is centered on high-risk populations (pregnant people and babies), Open Arms takes extra precautions when it comes to health requirements such as a COVID-19 vaccination requirement, staying home if you are feeling unwell, masking for a defined period of time for certain health reasons, and testing when needed. In some cases, remote work is a possibility if staff need to refrain from in-person work for health & safety reasons.

VISION

- Thriving children.
- Healthy families.
- Powerful communities.

MISSION

Open Arms provides community-based support during pregnancy, birth, and early parenting to nurture strong foundations that last a lifetime.

VALUES

- **Respect:** Holding complexity for people and cultures
- **Family:** Relationships are at the heart of what we do
- **Justice:** Boldly disrupting oppression