

Perinatal Community Health Worker Job Description



Report to: Director of Maternal Child Programs

Classification: Full time

Hourly: \$21 per hour

Location: Hybrid, NJ residency required

Start Date: ASAP

ABOUT PHEI: The Perinatal Health Equity Initiative is a Black female led, 501c3 nonprofit organization dedicated to eliminating inequities in Black infant and maternal health and restoring joy to motherhood in New Jersey. We do this by providing direct clinical care, advocacy, policy, education, research, and community engagement. We are rooted in Reproductive Justice, Social Justice, and a Black feminist approach. Our office is based in East Orange and provides support to the surrounding communities of Essex and Union county.

POSITION SUMMARY: The perinatal community health worker is a vital member of the public health team. plays a vital role in advancing our organization's mission to eradicate racial disparities. In this role the PCHW primary responsibilities include providing maternity navigation and education, lactation support, and improving access to social determinants of health and to Black families utilizing a reproductive/birth justice lens. The perinatal health community health worker will be responsible for implementation of the Mothers in Bloom home visitation/support program. The Mothers in Bloom program is a culturally responsive program designed to support and protect Black mothers and they navigate motherhood from preconception through the postpartum period.

Lactation access and breastfeeding support are critical components of the role. Candidates should have experience working with lactation families and proficiency in providing lactation support independently.

POSITION RESPONSIBILITIES:

- Recruit and maintain an active roster of 30-40 clients from preconception through the first year postpartum.
- Implement Mamas in Bloom program with clients as per PHEI curriculum. Care is provided as a dyad to mother and baby
- Facilitate sessions of Sistahs Who Breastfeed, peer breastfeeding support group
- Attend professional meetings, conferences, convenings, seminars, and trainings impacting the provision of breastfeeding education, promotion, and support of the group members.
- Counsel mothers and support breastfeeding/human milk feeding, and maternal newborn health within scope of practice.

- Provide a combination of virtual and in person support inclusive hospital, clinic, and home visits as appropriate for each client
- Deliver community based education through classes and other workshops
- Support participants in perinatal goal attainment through identifying and locating resources and making referrals to appropriate services.
- Complete screenings and identify resources to address social determinants of need
- Accompany clients to appointments (education, social, perinatal, etc) as needed.
- Provide support to clients designated family as appropriate
- Provide in hospital support to newly delivered or readmitted clients
- Teach and coordinate relevant maternal and infant health classes and workshops
- Community outreach
 - Attendance at occasional evening and weekend company events (community baby showers, tabling events, peer support groups)
- Other duties as assigned by director

QUALIFICATIONS & REQUIREMENTS

The ideal candidate for this role identifies with the target community of service, embraces reproductive justice, equity across the spectrum of perinatal health, and has a thoughtful approach to day-to-day operational management, strategic planning, and organizational leadership. **Black women strongly encouraged to apply**

Minimum required qualifications

- Passion for Black maternal health
- At least 1 year of experience working in maternal and child health
- 1 or more years of experience providing lactation and breastfeeding support
- HS diploma or equivalent.
- Resident of New Jersey with a solid grasp of the Greater Newark Community
- Working knowledge of inequities in Black infant and maternal health.
- Experience working in maternal and/or newborn health
- Access to reliable transportation and able to travel long distances
- Active drivers license.
- Excellent oral, written, interpersonal and public speaking communication skills.
- Demonstrated ability to work independently as well as collaboratively in a team environment.
- Flexibility to work occasional evenings and weekends.
- Excellent administrative, organizational, and problem solving skills.
- Ability to work autonomously in a hybrid environment
- Excellent oral, written, interpersonal, and public speaking skills. Inclusive of knowledge in maternal medical terminology and ability to communicate with health care professionals.
- Proficient in health communication
- Adaptability to new technology (Asana, G Suite, apricot 360, canva, etc)

- Proficient in identifying evidence based resources to inc
- Computer literacy (Google workspace, Virtual meeting platform).

Preferred qualifications

- 1-2 years experience as a community health worker
- Resident of Essex County, New Jersey
- Experience in counseling
- Personal experience breastfeeding (direct or pumping)
- Familiarity with Southward of Newark and East Orange
- Working knowledge of reproductive justice
- Experience leading and facilitating community classes and workshops
- Certification in breastfeeding (CLC, CLE, CBS or other)
- Certified childbirth educator
- Fluency in Kreyòl

ANTI-DISCRIMINATION POLICY

PHEI does not discriminate against applicants or employees because of race, gender, ability, religious creed, national origin, marital status, age, or any other characteristic protected under applicable federal or state law.

UPHOLDS THE PHILOSOPHY OF THE PERINATAL HEALTH EQUITY INITIATIVE BY:

- Communicating questions about work assignments or deadlines with supervisors or appropriate team members.
- Demonstrated commitment to and experience working in reproductive justice, social justice, and racial equality centering communities of color in their approach to work.
- Breastmilk/human milk is the preferred feeding source for most infants
- Completion of projects and work assignments by assigned deadlines.
- Maintaining a high degree of professional ethics, which includes confidentiality of all client donor, volunteer & employee information, business strategies, etc.
- Utilizing work time efficiently and with integrity
- Contributing to self-development and professional growth by seeking opportunities to learn through journals, seminars, or special programs.

BENEFITS

- Health, vision, and dental plans
- Life Insurance policy
- Long term and short term disability
- 403 B plan
- Flexible spending account
- Summer Fridays (no work on Fridays in the summer)

- Flexible hybrid work schedule
- Professional development