



Job Title: Clinical Director, Neighborhood Birth Center

The Clinical Director will work alongside the Executive Director and Board to develop the clinical practice of Boston's first Black-led, freestanding, full-spectrum birth center. They will join the Executive Director, staff of five, and Board of Directors to support the planning and design process until doors open in early 2025, and will help restructure this role as we move into clinical care. Neighborhood Birth Center is the answer to the longing of our community and midwives to have a safe, sacred space for care. After years of visioning and fundraising, we have bought property in Nubian Square, the heart of Boston, and are delighted to be expanding our team to include a loving, skilled, values-aligned, Certified Nurse Midwife.

As the clinical lead during this transformative time, the Clinical Director will serve as the expert in ensuring the birth center space meets community needs, American Association of Birth Center (AABC) guidelines and Massachusetts Department of Public Health (MA DPH) regulations. The Clinical Director will build a team of clinically expert birth center midwives, nurses, and ancillary staff and will help build all systems related to care of the community in preparation for the birth center opening. The Clinical Director will continue to build on the relationships that Neighborhood Birth Center has forged in the expansive medical community of Boston to assure that birth center clients have the highest standard of care with efficient transfers when necessary. The Clinical Director will build the community's trust in the clinical excellence and superior care to be delivered at the birth center to assure that the birth center thrives and is able to serve families and the community over the long term.

Status: Full time

Location: Mostly remote work, with meetings and presentations in and around Boston, through 2024 or until the birth center facility is built.

Salary: \$125,000 – \$150,000 annually (commensurate with experience)

Benefits:

- Four weeks vacation per year (prorated by hours) and paid personal time per year. Additionally, dependent care leave, bereavement leave, and holidays. We provide health and dental insurance coverage at no cost to you



- Compensation for DEA, MA controlled substance, MA APRN licensing fees and ACNM membership dues while employed at NBC
- Biennial compensation for conference fee and stipend toward ACNM Convention, AABC Birth Institute or other relevant conference or event
- Opportunity for sabbatical after long term commitment has been established

About The Organization:

Neighborhood Birth Center (NBC) aims to advance health equity through the re-integration of community-based midwifery. NBC is guided by the belief that a sustainable future requires radical reimagination and the equitable redistribution of capital. We believe everyone deserves to have a safe and transformative birth experience where they feel a sense of agency and are fully supported in their power. To this end, we are building power with Black, Brown, LGBTQ+, and other marginalized people to design and build a community birth center – a place where this is not only possible but normal. The vision for Neighborhood Birth Center is rooted in the belief that people should have access to a full range of pregnancy care and birthing options. We believe that birth is a sacred process, and when the pregnant person is centered, the experience has the power to transform and heal individuals, families, communities, and economies.

Originally imagined by community leaders in the 1970's, NBC launched as a volunteer-run organization in 2015. The team, anchored by community organizers and elder midwives, have spent the last 8 years growing a network of organizational and policy partners and donors who believe in scaling the midwifery model of care in community settings. NBC currently has an Executive Director, five staff members and a small cadre of consultants. Our goal is to open our doors for clinical services in late 2024.

There is a growing demand for out-of-hospital birth options and with several area birth centers closing, the importance of the Neighborhood Birth Center reverberates throughout Massachusetts. We are addressing the policies and barriers that impede birth center development in the Commonwealth to create the conditions for all birth centers to thrive. For Boston, Neighborhood Birth Center is poised to fill a gap in maternity care options and we stand to improve maternal and family health in communities that are most affected by structural inequity in this country. In just a few short years, there has been incredible growth toward our vision. We have built a powerful community around this vision, have raised nearly \$3M in 18 months, and we have purchased the property where we will be co-locating in an intentional community campus with other movement builders to create a sustainable ecosystem in a sanctuary-like space that prioritizes healing and community.



As an organization committed to interrupting oppressive dominant culture and centering collective healing and solidarity, we are practicing honoring the wisdom of our bodies and experimenting with finding a healthy pace and work culture. We explicitly honor accommodations and accessibility needs and invite applicants to be direct about what access needs they may have when applying for this position.

You can learn more about our organization and mission by visiting www.neighborhoodbirthcenter.org.

About The Position:

The full time Clinical Director will work with the Executive Director and the Board. As a startup in an evolving landscape, NBC is committed to a transparent review of the duties and responsibilities of this position as the organization and work progress and recognizes that an operational birth center practice anticipated for 2024 will change the duties of the director greatly. This position description is currently written to support our planning efforts through 2024 and will be revised (and salary reconsidered) in conjunction with the Executive Director and Board to meet the needs of NBC as it opens for clinical care.

The person in this role will:

- Lead in clinical design of birth center space
 - Assure all specifications for birth center space, as outlined by all relevant bodies including MA DPH and Commission for the Accreditation for Birth Centers (CABC), are met during design process
 - Provide clinical expertise to birth center space design team
 - Identify the equipment and supplies needed for best practice in promoting physiologic birth, for best possible care of clients and to meet all relevant safety standards
 - Weekly meetings with design team

- Develop systems related to clinical care in accordance with AABC/CABC guidelines, MA DPH regulations, OSHA and HIPAA
 - Laboratory services
 - Charting, documentation storage, and client privacy systems
 - Billing system
 - Interpreter services

The logo for Neighborhood Birth Center features the text "NEIGHBORHOOD" in orange and "BIRTH CENTER" in grey, positioned to the left of a stylized circular graphic composed of concentric rings.

NEIGHBORHOOD BIRTH CENTER

- Malpractice coverage and liability coverage
 - Client satisfaction surveillance
 - Quality assurance of birth center clinical care and birth center systems
 - Quality improvement of birth center clinical care and birth center systems
 - Emergency transfer
- Design of clinical services
 - Fully develop organization of care of the pregnant and postpartum client and newborn in accordance with the organization's goals and consistent with AABC guidelines and MA DPH regulations
 - Explore and establish all services to be delivered by the birth center that relate to the care of pregnant and postpartum patient
 - Explore and establish a referral system that serves the birth center client and assures that the birth center and its providers meet all relevant standards of care for services that are *not* delivered directly by the birth center
 - Explore and establish or plan for services that the birth center will offer that are not directly related to pregnancy or postpartum care of client or newborn (i.e. gynecological, IUI, medication for abortions and miscarriage care)
 - Continue to review and develop protocols and guidelines for the birth center and for care delivered at the birth center
 - Explore and establish relationships with mental health services including therapists and psycho pharm providers as well as social services
 - Work with Executive Director to develop services at the birth center to support clinical care of clients including breastfeeding, doula, and childbirth education services
 - Develop relationships and referral systems with the medical community to enhance care and assure safety
 - Continue to explore, establish and develop relationships with area hospitals and their obstetrical and pediatric practices as well as other related clinical and specialty services
 - Develop the working relationship with area obstetrical practices to serve as consultants for antepartum concerns
 - Develop efficient working relationships to assure all standard of care and relevant antepartum screenings, testing, and services are offered to birth center clients
 - Develop appropriate systematic interactions with antepartum referral organizations and intrapartum referral organization (Boston Medical Center)

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NEIGHBORHOOD BIRTH CENTER

- obstetrical services) such as a monthly clinical meeting or regular attendance at referral center's grand rounds
- Build and lead clinical staff including CNMs, CPMs (when licensed), and RNs
 - Recruiting, hiring and retaining clinical staff
 - Assign specific functions to clinical staff
 - Scheduling of staff
- Develop systems that support education of clinical staff and students at the birth center
 - Arrange for programs for all required certifications of clinical staff such as CPR and NRP
 - Cultivate continuing education resources for clinical staff and students to promote and improve staff's capacity to meet needs of client needs and address systemic infant and maternal health concerns
 - Plan for education, trainings and any necessary competencies as needed for delivery of care at the birth center
 - Plan for student experiences (CNM, CPM, and RN) and for Nurse-Midwife Fellow program at the birth center
- Serve as community liaison
 - Employ available tools for surveying community regarding needs assessment
 - Begin to provide education to the community about birth center care including how intrapartum care is managed at birth centers in order to promote successful outcomes
 - Facilitate/participate in relevant community activities to build community understanding of OOH birth and NBC offerings
 - Keep community concerns forefront in design of all clinical services
 - Participate in policy and legislative advocacy to advance equitable access to midwifery (CPM licensure, updating state regulations, equal reimbursement)
- Assist the Executive Director and the Board in all relevant areas such as financial, grant writing, public relations, fundraising and providing data for operations
- In accordance with the developing structure of Neighborhood Birth Center, help design the future of this role for ongoing operations of the birth center



Requirements:

- Certification in Nurse-Midwifery, licensed or ability to be licensed in MA
- DEA and MA Controlled Substance
- Current CPR and NRP
- 5 years clinical experience (preferably at least two years in community birth setting).
Note: For qualified and committed candidates who do *not* have substantial out-of-hospital birth experience, we will provide clinical training and mentorship in community birth
- Administrative experience in a midwifery or health related clinical practice

Key Skills:

- Managerial experience including hiring and mentoring other clinical staff
- Experience working with a budget in a clinical service line
- Experience with creating, updating and interpreting Clinical Policies and Procedures
- Experience with creating and updating Continuous Quality Improvement programs
- Dedicated to working with a collaborative team representing executive leadership, clinical and administrative divisions
- Positive role model and accessible to staff
- Demonstrates strong, compassionate leadership
- Effectively delegates and provides appropriate oversight
- Maintains excellent communication
- Able to adapt to sudden changes in routines and expectations
- Ability to work independently
- Commitment to working to interrupting structural and organizational inequity and striving to advance equity
- Comfortable representing Neighborhood Birth Center among all stakeholders, including clients, families, other providers, hospitals and community members

We don't expect anyone to bring all of the following skills, but successful candidates will possess a compelling combination of some of the following (and the self-awareness and skill to leverage existing resources and ask for help where they lack experience):

- Knowledge of clinical management, coupled with a deep desire to re-imagine and actively transform away from oppressive organizational systems and practices
- Understanding of what it means to be a Pro-Black organization
- Understanding the contexts of birth justice and reproductive justice movements and be willing to learn more about its history



- Willingness to grow and learn in a start-up organization
- Experience managing complex projects and competing priorities while maintaining high standards of quality and responsiveness
- A personal commitment to racial justice, equity, liberation
- Experience in community organizing or movement building
- Commitment to achieving goals through strong project management, facilitation, communication, and administrative and logistics leadership
- Demonstrated success working with partners from diverse life experiences
- Lived experience belonging to communities most impacted by structural inequity
- Experience with somatics or other embodied healing practice
- Fluency or proficiency in a second language

Equal Opportunity Employment

NBC, a fiscally sponsored project of Resist, Inc., is an Equal Opportunity Employer. We strongly encourage people directly impacted by structural inequity including people of color, people with disabilities, and LGBTQIA+ folks to seek employment (or board) opportunities with us. We do not conduct criminal background checks on candidates. We explicitly honor accommodations and accessibility needs and invite applicants to be direct about what access needs they may have when applying for this position.

How To Apply

Send a letter explaining your interest and alignment with the position and a resume to Deu Almeida-Tawo at deu@neighborhoodbirthcenter.org. The position will remain open until filled, with priority given to those applying before June 15, 2023.