



BECOMING AN AFFILIATED DOULA

Doulas of Asheville is a boutique doula agency providing families throughout western NC with exceptional, compassionate support from pregnancy through early parenthood. We use a team of independent contractors to provide the services booked by our clients. The agency owners manage the "back-end" work of marketing, client intake and management, and management of the business. Affiliated doulas are paired with clients based on availability and fit with the client.

REQUIREMENTS

Affiliated doulas must sign an independent contractor agreement with our company detailing our business relationship. Additionally, any doula that wishes to accept work through Doulas of Asheville must:

- Be committed to providing **judgment-free support**. **ACTIVISTS OR ADVOCATES OF CERTAIN BIRTHING OR PARENTING CHOICES NEED NOT APPLY**. We expect every person working in connection with our company to support ALL individuals and families without imposing ANY personal bias or opinion about ANY pregnancy, birth, infant care, feeding, or parenting choices;
- Contractors **must have their own legal business** (i.e. DBA, LLC, or S-Corp);
- Contractors must maintain their own **liability insurance**, have **CPR/First Aid Certification**, and be able to provide a **background check**;
- We will consider doulas who have **attended an in-person training** with any professional training organization;
- **Experience strongly preferred** but not required;
- **Flexibility** to accept work on short notice;
- Ability to provide notice of **availability** to agency owners for matching with potential clients.

BENEFITS

- Be part of a growing **community** of professionals and small business owners;
- Freedom to **focus on supporting clients** - leaving the business, marketing, legal, promotion, client acquisition, payment collection, and other "back office" responsibilities to the agency;
- **Flexibility** and freedom to accept or decline any work offered by the agency;
- **Guaranteed payment** for an accepted contract, the agency assumes all risk in collecting payment from the client. The doula/contractor is always paid regardless of the client's payment status.
- **Built-in backup**. The agency will ensure the client always has backup doulas to cover scheduled postpartum shifts, placenta services, and births;
- The **support** of an agency as committed to your success as a doula and business owner as it is to the satisfaction of our clients. We are invested in **supporting you as you grow your career** as a professional doula.

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FREQUENTLY ASKED QUESTIONS

DO I NEED TO HAVE EXPERIENCE WORKING AS A DOULA?

Experience is strongly preferred, but not required. **Demonstrated commitment to supporting families without bias or judgment is essential.** Birth Doulas, Postpartum Doulas, & Placenta Encapsulators must have attended an in-person training. For overnight infant care contracts, we also consider candidates that are Newborn Care Specialists (in-person or online training) or current or past Mother/Baby RNs.

IF I SIGN AN INDEPENDENT CONTRACTOR AGREEMENT WITH DOULAS OF ASHEVILLE WILL I BE GUARANTEED WORK?

We cannot guarantee work for our affiliated doulas. However, we are committed to working hard at marketing and promotion to bring enough clients to the agency to keep all affiliated doulas as busy as they want to be.

CAN I STILL BOOK MY OWN CLIENTS INDEPENDENTLY OR WORK ANOTHER JOB IF I BECOME AN AFFILIATED DOULA?

Yes. Our affiliated doulas are independent contractors, not employees. You are welcome to book your own clients or maintain other employment outside of the agency. Each affiliated doula is responsible for notifying the agency of their availability and always has the right to decline or accept work offered. We welcome any referrals you bring to the agency and offer financial incentives to do so.

HOW DO I APPLY TO BE AN AFFILIATED DOULA?

Complete an application on the "Become a Doula" page on our website. We'll review and respond to all qualified applicants. Applicants we consider qualified will be offered interviews (either in person or by phone or Skype/Facetime). Prior to being able to accept work through the agency, you'll need to **sign an independent contractor agreement**, gain **First Aid & CPR certification** (or show proof of equivalent qualifications), and **obtain liability insurance** (CM&F offers affordable liability insurance for doulas) and provide a recent **background check**.

If you would like to talk to the agency owners, Christine Robinson and Elizabeth Pauley, we are happy to answer your questions personally by phone (828-222-0446) or email (christine@doulasofasheville.com or elizabeth@doulasofasheville.com).

We may not always be actively looking to add doulas to our team of independent contractors, but we are *always* interested in meeting with like-minded professionals for networking, collaboration, and to know who we may be able to call upon when our workload becomes greater than our current doulas can manage.

Thank you for your interest in joining our team of affiliated doulas!
We look forward to connecting with you.

Warmest regards,

Christine Robinson & Elizabeth Pauley
CO-OWNERS