



# COUNTY OF HIDALGO

## Department of Human Resources

Job Title: **INTERNATIONAL BOARD CERTIFIED LACTATION CONSULTANT**  
Grade: 11

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*The County of Hidalgo Department of Human Resources reserves the right to select candidates considered to be the most highly qualified based on education and experience. The hiring department will interview and select the candidates provided by the Department of Human Resources.*

### **GENERAL DESCRIPTION**

Under the direct supervision of the Registered Nurse IBCLC, performs moderate to high senior level professional lactation consultations independently within the scope of practice attributed to the skills of an International Board Certified Lactation Consultant. Responsible for the implementation of the standards of care and guidelines required to assist breastfeeding mothers in all areas of breastfeeding support, with the purpose to maintain breastfeeding and increase the duration of breastfeeding. Assist Lactation Care Center staff (consultants and peer counselors) and work in cooperation with hospitals, local state WIC Clinics.

### **EXAMPLES OF WORK PERFORMED**

Observes, assesses, plans, performs specific care and evaluates participants' care based on assessments. Provides teaching to clients and their families. Performs all related activities according to acceptable IBCLC evidence based practices and procedures

Coordinates WIC breastfeeding activities within local hospitals and community organizations

Reviews literature and research findings to keep abreast of current lactation protocols and helps to serve as a resource for breastfeeding information to WIC participants, and staff

Demonstrates knowledge of breastfeeding principles, practices, and procedures. Develops individual feeding plan and counsels clients along with support members

Maintains a system which insures the follow-up and continuous care for mothers and infants referred by hospitals, agencies and clinics

Records clients' progress and concerns. Informs clients of available referral services

Helps to collect and monitor Lactation Care Center; Statistics in order to compile reports

Conducts baby behavior and lactation classes as needed

Audits and monitors breast pumps, breastfeeding aids and other breastfeeding materials in the Lactation Center

Participates in community outreach activities to promote Lactation Care services

Attends monthly supervisors' meetings and other required trainings

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Perform utilization reviews, analyzes data, and makes recommendations to Registered Nurse/IBCLC

Assists with the training of all staff that provide direct breastfeeding services to participants

Attends work on the regular and predictable schedule in accordance with Hidalgo County leave policy and performs other duties as assigned

### **EDUCATION AND EXPERIENCE**

Graduation from an accredited two (2) year college with a minimum of an Associate's Degree in Health, Nutrition or related field

One (1) year of experience providing lactation support and instruction

Two (2) years of related experience may be substituted for one (1) year of education

### **CERTIFICATES, LICENSES AND REGISTRATION**

IBCLC Certification by International Board of Lactation Consultant Examiners

Current Immunization Record and an annual Tuberculin test

Must have a current valid Texas motor vehicle operator's license

Must be able to be insured by the County's insurance carrier

### **KNOWLEDGE, SKILLS AND ABILITIES**

Ability to provide patient care, prepare and maintain follow-up on clients' records, organize, coordinate, and evaluate the Lactation Center activities and delivery of breastfeeding support services

Ability to train all levels of staff

Ability to analyze research data and compile reports

Bilingual preferred (English/Spanish)

Knowledge and application of computer programs to include MS office software

Ability to plan, organize, schedule, and coordinate resources effectively

Effective oral and written communication skills

Completion of all required WIC modules during the probationary period

### **PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand. The employee is occasionally required to walk; sit; use hands to find, handle, or feel objects, tools or controls; reach with hands and arms; climb or balance; stoop and kneel.

The employee must occasionally lift and/or move over twenty-five (25) pounds. Specific vision abilities required by this job include close vision, depth perception, and the ability to adjust focus.

## **WORK ENVIRONMENT**

The work environment characteristics described here are representative of those an employee encounter while performing the essential functions of this job.

The noise level in the work environment is usually moderate.

## **SAFETY REQUIREMENTS**

Maintain physical conditions appropriate to the performance of assigned duties and responsibilities which may include the following:

- sitting for extended periods of time
- standing for extended periods of time
- operating assigned equipment

Maintain mental capacity which permits:

- making sound decisions and using good judgment
- demonstrating intellectual capabilities

Effectively handle a work environment and conditions which involve:

- working closely with others
- working in a multi-task environment

Maintain effective audio-visual discrimination and perception needed for:

- making observations
- reading and writing
- operating assigned equipment
- communication with others
- required to follow the County of Hidalgo Accident Prevention Plan and department's safety regulations