



COUNTY OF HIDALGO

Department of Human Resources

Job Title: **REGISTERED NURSE CONSULTANT (IBCL)**
Grade: 18

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 Breastfeeding Coordinator, performs advanced professional lactation consultations independently within the scope of practice attributed to the skills of a Registered Nurse and of 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. Manage the day to day operations of the Lactation Center and direct the implementation of specialized lactations. Assist in Lactation Care Center staff (lactation consultants and peer counselors) and work in cooperation with hospitals, local state WIC programs.

EXAMPLES OF WORK PERFORMED

Plan, directs and oversees The Lactation Center services and clinical lactation practicum program. 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 and nursing care practices and procedures.

Supervises, oversees and trains clinical lactation practicum professionals and paraprofessionals in accordance with State WIC policies and procedures

Responsible for developing, writing, planning, implementing and managing program operations, policies and procedures pertaining to the Lactation Center

Coordinates WIC breastfeeding activities within local hospitals and community organizations

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

Demonstrates knowledge of breastfeeding care, education principles, practices, procedures and techniques required to assess breastfeeding needs. Develops care plans and counsels WIC participants and family members

Maintains a system which insures the follow-up and continuous care for mothers and infants referred by hospitals and WIC staff

Develops documentation records to track clients' progress and concerns

Collects and monitors Lactation Center statistics and reports

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

Conducts monthly site meetings for Lactation Center staff, attends monthly supervisors' meetings and other required trainings.

Coordinates/performs utilization reviews, analyzes data, and then makes decisions and recommendations to Breastfeeding Coordinator

Assists with the training of all WIC staff that provides direct clinic services to WIC participants in the ongoing training for breastfeeding promotion and support

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 or university with a minimum of an Associate's Degree in Nursing

Combined years of nursing experience greater than five (5) years documented

Neonatal Intensive Care Nursery and Post-Partum experience preferred

At least two (2) years of experience as a Board Certified Lactation Consultant

CERTIFICATES, LICENSES AND REGISTRATION

IBCLC Certification by International Board of Lactation Consultant Examiners

Licensed by Texas Board of Nursing as a Registered Nurse

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

Bilingual preferred (English/Spanish)

Ability to analyze research data and compile reports

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