

TITLE:	Lactation Consultant - RN, IBCLC
CLASSIFICATION:	Hourly
HOURS OF WORK:	16-35 hours per week, days may vary
REPORTS TO:	Clinic Manager and Supervising Physician

SUMMARY

The RN - Lactation Consultant participates in the care of the patient by acting as coach, consultant, teacher, and lactation expert to breast-feeding mothers in collaboration with the healthcare team. Assumes responsibility and is accountable for adherence to WC policies and procedures, as well as all applicable federal and state laws as they pertain to healthcare and employment.

ESSENTIAL DUTIES

- Provides lactation support and services to breastfeeding mothers and families, collaborating with the pediatrician to develop feeding plans for a range of infants from the normal newborn to the complex neonate.
- Makes clinical assessments and uses current lactation theories and research to develop evidence-based feeding plans that address individual feeding issues, such as nutritional requirements, while respecting the family's breastfeeding goals.
- Participates in the development, implementation, and evaluation of standards of practice, guidelines, policies, procedures, and protocols for the Company within the area of lactation.
- Demonstrates responsibility for professional practice through active participation in professional organizations.
- Receives, organizes, prioritizes, stores, and maintains transmittable information utilizing electronic technology including electronic medical records.
- Recognizes and responds to emergencies, obtaining assistance from and/or referring to physicians when appropriate.
- Responsible for protecting Personal Health Information (PHI) and maintaining compliance with WCs Privacy Policy. Uses the minimum PHI necessary when completing assignments.
- Promotes, establishes, and maintains open and effective communications with all members of WC. Serves as communication liaison between the physician and the patient. Educates the patient as directed by physician in health maintenance, disease prevention, and compliance with treatment plans.

SECONDARY DUTIES

- May conduct in-person nursing assessments; collect and process specimens; screen and follow up on test results; administer injections; and perform Fetal Non-Stress Tests.
- May submit electronically or by fax new and refill prescriptions according to physician orders. Records all prescription/refill information in the medical record.
- Participates actively and helpfully in special committees as assigned by management and/or physicians.
- Completes competency and compliance training as assigned.

- Any other duties as defined by management or physicians.

SUPERVISORY RESPONSIBILITY

This position does not supervise any employees.

EDUCATION AND EXPERIENCE

Higher education in the health sciences, clinical practice in lactation and breastfeeding care and education in human lactation and breastfeeding.

Current, valid Oregon state RN license and certification by the International Board Certified Lactation Consultant (IBCLC). OB/GYN experience preferred.

Current Basic Life Support or Advanced Life Support Certification, or ability to obtain within 90 days of hire required.

COMPETENCIES

- Exceptional organizational and time management skills to ensure maximum productivity.
- Exceptional verbal, written, and interpersonal communication skills with the ability to apply common sense; to carry out instructions and instruct others; and speak clearly to patients, employees and management. Ability to provide information with consideration of mental, emotional, cultural, social and physical factors.
- Professional knowledge of the breastfeeding process, antepartum, intrapartum, and postpartum health care and psychosocial issues. Knowledge of premature infants and from newborns to toddlers.
- Advanced knowledge of the breastfeeding care and educational principles, practices, procedures and techniques required to assess patient's learning needs, develop an educational plan, and teach/counsel staff, patients, and family members and evaluate the effectiveness of the instruction.
- Highly specialized skills and abilities regarding assessment, intervention based on patient history and assessment, initiation and modification of complex situations and related therapies and interventions.
- Knowledge of pharmaceuticals and the effects on lactation for antepartum, intrapartum, postpartum patients and newborns to toddlers. Able to identify the appropriate route and dosing, desired effects, complications of use, and recognition of adverse reactions.
- Ability to work with no supervision while performing duties.

WORK ENVIRONMENT AND PHYSICAL DEMANDS

This job operates in a professional medical office environment. Requires the ability to work under pressure and with a diverse population including staff, physicians, patients, vendors, and other members of the public on a regular basis. This role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets and fax machines. This position will have frequent exposure to contagious diseases; bodily fluids including blood; toxic substances; medicinal preparations and other conditions common to a clinical environment.

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. Reasonable accommodations may be made to enable individuals with disabilities to perform essential duties.

Women's Care
Job Description

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- Required to talk, hear, and/or communicate, convey or exchange information in a clear and concise manner.
- Required to stand, walk, and/or move about the office to assist physicians, patients, and to accomplish tasks.
- Requires ability to perceive attributes of objects, such as size, shape, location, by touching, particularly with fingertips.
- Requires full range of body motion in order to assist, move, and/or lift patients. (75+ pounds.)
- Requires ability to push, pull, reach, and/or transport supplies and or equipment to various locations within the office. (10-50 pounds.)
- Frequently required bend, sit, stoop and stretch.
- Requires close visual acuity to perform an activity such as viewing a computer terminal; reading business periodicals, professional journals, or technical procedures.
- Requires use of arms, hands and fingers for grasping, pushing/pulling, twisting/turning of wrists, and manipulating in the performance of various clerical duties such as typing, writing, and maintaining files; and/or to operate medical and technological equipment.