



JOB DESCRIPTION

International Board-Certified Lactation Consultant

REPORTS TO: Director of Programs for Women and Children

DESCRIPTION: Waco Family Medicine (WFM) seeks a full-time International Board-Certified Lactation Consultant (IBCLC) to collaboratively improve the quality of patient care and facilitate favorable outcomes in establishing and maintaining breastfeeding. The role will conduct clinical assessments and use current lactation research to develop evidence-based feeding plans that address individual feeding issues while respecting the clinician's and family's breastfeeding goals.

The IBCLC is responsible for providing safe, family-centered patient care by assessing, planning, implementing, and evaluating lactation plans for the breastfeeding/chest-feeding dyad, as well as for the pumping parent, and is fully collaborative with the patient, patient's family, significant others, and members of the health care team. The IBCLC demonstrates specialized knowledge and clinical expertise in breastfeeding/chest-feeding and human lactation. As an integral member of the Health Care Team, the Lactation Consultant functions within the Scope of Practice as defined by the International Board of Lactation Consultant Examiners (IBLCE) and follows Standards of Practice as defined by their professional association, International Lactation Consultant Association, and adheres to policies, procedures, and guidelines of care.

The mission of Waco Family Medicine (WFM) is to improve the wellness of the underserved and vulnerable residents of the Heart of Texas by providing effective access to high-quality comprehensive primary healthcare. Almost 80% of our patients live at or below the Federal Poverty Guideline and represent a diverse range of cultural backgrounds. We provide care at every stage of life from fifteen sites across two counties. Waco Family Medicine has named health equity as a key strategic vision for the organization, recognizing the close link between the elimination of disparities and health outcomes. Therefore, candidates with experience serving diverse or underrepresented populations are preferred.

Salary commensurate with experience.

PRIMARY DUTIES:

A typical weekly schedule for the IBCLC would be comprised of 40 hours per week, Monday through Friday, including a daily schedule of outpatient visits, telephone support, and program planning.

EDUCATION & EXPERIENCE:

- Certification (or currently in the process of pursuing certification) as an International Board-Certified Lactation Consultant (IBCLC) required.
- RN license or Bachelor's Degree preferred.

SKILLS:

- Understanding of diverse cultural, physical, emotional, and psychological responses to birthing, lactation, and parenting
- Excellent communication skills with patients and staff
- Spanish language skills are beneficial but not required
- Effective teaching skills
- Flexibility in a changing environment
- Mission to care for the underserved patients in our community
- Must have a genuine desire to continuously learn and provide high-quality patient care

OTHER DUTIES:

- Abide by the ethics of the medical profession and all federal, state, and local laws and ordinances applicable to their practice.
- Participate in the education of medical, midwifery, nursing students, clinical staff, residents, fellows, peers, and others.
- Participate in ongoing quality improvement projects
- Participates in Department, and Divisional activities, professional organizations, and community outreach service activities that contribute to efficacy of WFM lactation services
- Follows established departmental policies, procedures, and objectives, continuous quality improvement objectives, and safety, environmental, and/or infection control standards.

PHYSICAL AND MENTAL REQUIREMENTS:

- Visual and auditory accuracy
- Shift length - 8 hours
- Frequent use of computer
- Frequent use of telephone
- Continuous repetitive grasping and manipulation of both hands
- Continuous conversational communication
- Occasional reaching, walking, squatting, bending, kneeling, twisting and climbing
- Occasionally carrying, lifting, pushing and pulling of up to 25 lbs.
- Understand/carry out simple/detailed, oral/written instructions with retention
- Read and interpret detailed specifications

TO APPLY: Please visit our website at www.wacofamilymedicine.org and fill out an online application located under Careers.