

COUNTY OF SOLANO
CLASS SPECIFICATION
LACTATION EDUCATOR AND COUNSELOR
Effective Date: 8/14/2013

CLASS SUMMARY:

Under general direction, the Lactation Educator and Counselor (International Board Certified Lactation Consultant) provides services that protect, promote and support breastfeeding such as providing information, instruction, assessment, assistance, motivation and support to Infant Nutrition Counselors and to lactating mothers and their families, collaborating with and serving as a resource for other health professionals to promote delivery of quality services and patient education regarding lactation and related issues, and presenting information to individuals and groups about the value of breastfeeding.

DISTINGUISHING CHARACTERISTICS:

This class is distinguished from the:

- **Health Services Manager (Senior)** class which plans, organizes, directs and supervises the operations of one or more health programs within the Health and Social Services Department; assists in the development and implementation of policies and procedures related to one or more of service areas; provides staff support to higher level management within the assigned division; serves as a member of the department's management/supervisory team;
- **Public Health Nutritionist Supervising** class which manages all aspects of a public health nutrition unit to include federal, state and local funded programs providing nutrition services to clients; supervises program staff as well as Infant Nutrition Counselors;
- **Clinic Registered Nurse (Senior)** class which coordinates the operational activities of public health clinics; provides nursing services in a clinical environment and provides general administrative support to clinic operations; and/or assists in providing oversight, consultation, education, evaluation and quality improvement assessment of trauma care.
- **Public Health Nutritionist** class which provides nutritional consultative services to clients with diet related medical diagnosis and/or plans, coordinates or implements and evaluates a program of nutrition education services for a target population.
- **Health Education Specialist** class which plans, implements and evaluates public health promotion and education activities and related general education programs.
- **Infant Nutrition Counselor** class which provides lactation and breastfeeding information, support and referrals to women participating in the Breastfeeding Peer Counselor Program.

ESSENTIAL DUTIES: This class specification represents the core area of responsibilities; specific position assignments will vary depending on the needs of the department.

- Provides instruction, guidance, and support to Infant Nutrition Counselors particularly in regards to current and up-to-date lactation information to assist them in their interactions with clients who have difficult breastfeeding and lactation issues.
- Conducts lactation educational and motivational classes and presentations (1) to expectant and breastfeeding mothers to include the benefits of breastfeeding and the self-management skills, concepts, resources, and tools related to health, lifestyle changes and behavior modification to ensure successful infant breastfeeding, (2) to families of expectant and breastfeeding mothers to elicit their support for their breastfeeding wife/daughter/etc., and (3) to interested public groups to encourage a social environment that supports breastfeeding families and to educate them regarding the long-lasting value of breastfeeding as a global public health imperative. Arranges and coordinates room set-up, availability of materials and

audio-visual equipment; maintains records of training activities including attendance rosters, class evaluation forms, collection of class fees, etc.

- Provides individual breastfeeding assessment and identification of breastfeeding problems, instruction and counseling as needed to prevent and solve breastfeeding problems.
- Collaborates with and serves as a resource for other health professionals to provide comprehensive care that protects, promotes and supports breastfeeding.
- Develops policies and procedures to ensure effective and consistent County treatment of and the provision of relevant information to expectant and breastfeeding mothers.
- Performs other duties of a similar nature or level as assigned.

EDUCATION, TRAINING, AND/OR EXPERIENCE:

Two years of experience providing lactation and breastfeeding assessment, counseling and/or instruction.

LICENSING/CERTIFICATION REQUIREMENTS:

Certified as an International Board Certified Lactation Consultant (IBCLC).
California Driver's License, Class C

REQUIRED KNOWLEDGE AND SKILLS:

Knowledge of:

- Current lactation and breastfeeding information.
- Teaching techniques.
- Assessment of normal breastfeeding behaviors and identification of conditions outside of normal.
- English composition, spelling, grammar, vocabulary, and punctuation for both written and oral communications.
- Written communications such as business correspondence, policies, procedures and narrative reports.
- Oral communication techniques to include presentations to groups of various sizes and knowledge of subject matter in a positive, inclusive, and motivational manner.
- Standard office procedures, practices, equipment, personal computers, and software.
- Laws, regulations and policies applicable to work performed.
- Customer service techniques for dealing with customers, often in a difficult or confrontational situation

Skills in:

- Identifying and assessing breastfeeding problems.
- Teaching and providing motivational classes and presentations.
- Communicating information and ideas clearly and concisely, both orally and in writing.
- Working with and speaking to various cultural and ethnic individuals and groups in a tactful and effective manner.
- Establishing good relationships with the public and with customers and providing customer service that meets and exceeds unit goals and expectations.
- Establishing and maintaining effective working relationships with those contacted in the

performance of required duties.

- Preparing a variety of written communications to include reports, policies and procedures.
- Maintaining accurate records and documenting actions taken.
- Understanding, interpreting and applying applicable laws, regulations and policies and using good judgment in their application.
- Using modern office equipment, and computers and related software applications.

ADA REQUIREMENTS:

Positions in this class typically require stooping, kneeling, reaching, standing, walking, pushing, pulling, lifting, fingering, grasping, feeling, talking, hearing, seeing and repetitive motion.

Light Work: Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects. If the use of arm and/or leg controls requires exertion of forces greater than that for Sedentary Work and the worker sits most of the time, the job is rated for Light Work.

OTHER REQUIREMENTS:

- Independent travel
- May require contact with individuals and groups outside of normal duty hours



Director of Human Resources

- Date Approved by the Civil Service Commission: 8/14/2013
- Date Adopted by the Board of Supervisors: 9/10/2013
- Date(s) Revised:
- Date(s) Retitled and Previous Titles of the Class:
- Class Code: 434080