



the psychosocial and developmental age-related needs of the specific population served.		
4. Recommends breastfeeding equipment and devices when their use is appropriate to the lactating mother and her breastfeeding infant. Assists department with sale or rental of equipment/devices. Make suggestions for breastfeeding equipment and devices for continued development and enhancement of product line. Demonstrates the ability to assess/meet the psychosocial and developmental age-related needs of the specific population served.	10	10
5. Confers regularly, when appropriate, with the relevant obstetrician, pediatrician, and nursing staff member on each patient's special needs, plan of care, and progress.	5	10
6. Documents teaching, plan of care, and progress on appropriate documentation.	5	5
7. Assists in the development and/or review of all literature relating to infant feeding that is distributed to patients in the hospital and related to their discharge at home.	5	5
8. Acts as a role model and preceptor to communicate, implement, and support service line objectives and standards as they relate to the nursing couple. Assists with educational programs and consultation/support to nursing staff. Mentors Lactation Educator and Consultant Students.	5	5
9. Identifies opportunities for quality improvement and reports collected data to manager on an ongoing basis. Performs quality improvement activities and participates on committees as requested.	5	5
10. Pursues continuing education relevant to lactation consultant practice including reading current professional journals, participating in workshops, seminars, in-service programs, conferences, accredited courses, and professional organizations.	5	5

**Additional Responsibilities:** *List infrequently performed and non-essential tasks.*

1. Independent Judgment
2. Work is performed in accordance with established procedures but incumbent is expected to analyze problems and determine appropriate course of action to take.

**Knowledge / Skills / Abilities:** *List the knowledge, skills, and abilities required to perform the essential functions of this position.*

1. Verbal and written communication and interpersonal skills with patients, patients' families, staff, physicians, and ancillary departments.
2. Good math skills and basic computer data entry skills.
3. Analytical skills necessary to organize and prepare plan of care.
4. Ability to concentrate and pay close attention to detail when performing professional breastfeeding consultation.
5. Knowledge of nursing process, special breastfeeding situations, current trends, and developments in the area of practice.
6. Good problem solving skills.
7. Ability to walk and stand continuously (up to 80% of work time).
8. Knowledge of newborn assessment.
9. Must be proficient in required competencies upon completion of orientation, as listed on the unit specific competency inventory.

**Age-Related Competencies:** *List the knowledge, skills and abilities required to provide age-specific care, including:*

1. Human development knowledge / skills:
2. Age-specific patient needs that employee is required to understand and meet:
3. Additional requirements:

**Information Management:**

Treats all information and data within the scope of the position with appropriate confidentiality and security.

**Risk Management:**

Cooperates fully in all risk management activities and investigations.

**Additional Requirements (optional):**

**Minimum Position Qualifications:** *List the minimum qualifications required for this position:*

1. Education:
2. Experience: Minimum of one year experience with inpatient and outpatient lactation consultations
3. License / Certification: Certified as an International Board Certified Lactation Consultant (IBCLC) through International Board of Lactation Consultant Examiners (IBLCE)

**Preferred Position Qualifications:** *List the preferred qualifications for this position:*

1. Education:
2. Experience:
3. Training:
4. License / Certification: Registered Nurse or Registered Dietician

**Environmental Conditions:** *Describe the work environment including risk of exposure to blood-borne pathogens and other hazards.*

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities.

Approvals:

\_\_\_\_\_  
*Department Head Signature*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Administration Signature*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Human Resources Signature*

\_\_\_\_\_  
*Date*