

HERZL-GOLDFARB BREASTFEEDING CLINIC, JEWISH GENERAL HOSPITAL

**INTERNATIONAL BOARD-CERTIFIED LACTATION CONSULTANT (IBCLC)
JOB DESCRIPTION:**

Days a week:

- We are looking for IBCLCs who can work on an availability basis.

Qualifications/Knowledge Required:

- International Board Certified Lactation Consultant (IBCLC) with at least 2 years of clinical lactation experience in the community, after certification. Must maintain certification.
- Bachelor's degree in health science or maternal-child health.
- If the Lactation Consultant is also a member of the "Ordre des infirmières et infirmiers du Québec", she may occasionally be requested to use this role at the BFC. (She MUST specify to the patient that she is not working as a lactation consultant, but as a nurse, if performing specific tasks outside of the IBCLC's scope of practice)
- Knowledge of the internet to facilitate literature searches, reviews and professional networking.

Particular skills/abilities:

- Effective interpersonal communication skills.
- Ability to work in a multidisciplinary team.
- Experience with equipment related to breastfeeding.
- Ability to welcome multiethnic families.
- Bilingual/multilingual (French and English essential).

Role:

- The IBCLC will collaborate with other members of the healthcare team of the Herzl-Goldfarb Breastfeeding Clinic to ensure the promotion, protection, support and education of breastfeeding through evidence based care.
- Be involved in the overall program development as well as direct patient care.
- Assist the Senior Lactation Consultant Manager in her duties and responsibilities.
- Report to the Senior Lactation Consultant Manager and Medical Director.
- If the IBCLC has another licensed title (i.e. nurse) she may occasionally be requested to use this role at the BFC. (She MUST specify to the patient that she is not working as an IBCLC if performing specific tasks outside of the IBCLC's scope of practice)

Clinical Tasks:

- The IBCLC receives breastfeeding moms and their families in consultation, and:
 - Evaluates, assesses, and manages the clients' lactation situation.
 - Counsels and provides guidance on proper health care.
 - Makes decisions and develops health care plans based on interpretation of the data, physical examinations and laboratory results.
 - Adjusts care plan to meet patient and family needs.

- Discusses the consultation with the appropriate health care professional (Senior Lactation Consultant Manager and/or Supervising Physician).
- Communicates with the Senior Lactation Consultant Manager and/or Supervising Physician regarding patient condition and disposition.
- Recognizes sub-optimal changes in status and symptoms that require follow-up and reports to Senior Lactation Consultant Manager and/or Supervising Physician.
- Collaborates with staff on developing resolutions to any breastfeeding problems.
- Provides education to all patients who require breastfeeding information in accordance with current research literature and national standards of care.
- Evaluates the effectiveness of patient and family education.
- Completes required paperwork to document consultation and/or other activities (ex.: phone calls) appropriately and in conformity with her role (IBCLC and/or nurse).

Other Duties and Responsibilities:

- Contributes with the other health professionals to the management of the consults received at the Clinic.
- Provides telephone support to clients who call with questions regarding breastfeeding and maintains records of these calls.
- Attends and contributes to monthly staff meetings and other committee meetings as necessary.
- Contributes to the evaluation of equipment belonging to the Breastfeeding Clinic, as well as maintaining the breastfeeding rooms and environment.
- Along with the other staff, contributes to the development of patient information handouts and teaching material for staff.
- Reviews and helps in the development of clinic policies that relate to breastfeeding.
- Participates in community events to advance the awareness of the Lactation Program.

Scope of Effect:

- The IBCLC assesses and teaches patients with a variety of breastfeeding issues. This affects the patients, as well the overall effectiveness of the Breastfeeding Clinic.
- The work of the IBCLC also helps to develop and further the skills of all health professionals as they work in a team.

Personal Contacts and Community Activities:

- Membership to the Quebec Lactation Consultants Association (AQC).
- Membership to the Canadian and International Lactation Consultants Association (CLCA and ILCA).
- Participates in Government committee organizations (CRAM, SCRAM, etc.) and attends meetings and activities if senior IBCLC is unable to attend.

Purpose of Contact:

- The IBCLC may come into contact with a variety of personnel in the hospital:
 - Contacts with hospital personnel are to educate, plan and provide optimal patient care.
- Contacts with patients and family members are to teach, influence and motivate them to develop and maintain good health habits, provide family counseling and provide direct health care.

- Contacts with personnel of other agencies are to coordinate community support.

Work Environment:

- Herzl Family Practice Centre, Goldfarb Breastfeeding Program.
- Education may occur outside of the Herzl Family Practice Centre.
- Attendance of meetings outside the clinic could be required.
- Exposure to infections and contagious disease is possible.
- Protective measures are followed and protective clothing is worn as directed by the established policy.
- Work requires extensive periods of talking, walking, standing, bending, pushing and some lifting of equipment.

Continued Educational Requirement:

- Attendance to conferences throughout the year is obligatory to maintain the IBCLC certification. We suggest a minimum of 15 Certified Education Recognition Points (CERPs) on average each year.