



IBCLC

Job Description

Report to: Director of Maternal Child Programs

Classification: Per diem

Hourly: \$38-\$43 per hour

Location: Essex/Union County NJ

Start Date: ASAP

ABOUT PHEI: The Perinatal Health Equity Initiative is a Black female led, 501c3 nonprofit organization dedicated to eliminating inequities in Black infant and maternal health and restoring joy to motherhood in New Jersey. We do this by providing direct clinical care, advocacy, policy, education, research, and community engagement. We are rooted in Reproductive Justice, Social Justice, and a Black feminist approach. Our office is based in East Orange and provides support to the surrounding communities of Essex and Union county.

POSITION SUMMARY: The IBCLC is a clinical expert in human lactation and breastfeeding. The IBCLC is responsible for providing lactation support to the community through various activities including the development of care plans, assessment, and evaluation of the breastfeeding dyad and pumping families. Proficiency in inequities and cultural nuances of breastfeeding in the Black community is an integral component of the role.

POSITION RESPONSIBILITIES:

- Provide virtual and in person lactation visits, inclusive of home visits.
- Assess and evaluate the lactation.
- Provides evidence-based care and resources to breastfeeding/chestfeeding women and their families.
- Develop individualized lactation care plans based on the clients expressed needs.
- Documents and collects data appropriately, inclusive of data points required for grants
- Works collaboratively with the lactation team including perinatal community health workers and other lactation staff.
- Participate in the development and implementation of policies and procedures related to the care of PHEI families.
- Provide education to providers and public health professionals on lactation
- Assist with the development of documentation.
- Communicate with clients' primary care providers as needed.
- Initiate referrals as needed.
- Familiarity with basic lactation tools including pumps, flanges, shields, etc.
- Assist with lactation specific curriculum design, development, and implementation.
- Ability to lead classes and support groups as needed.

- Other duties as assigned

QUALIFICATIONS & REQUIREMENTS

The ideal candidate for this role identifies with the target community of service, embraces reproductive justice, equity across the spectrum of perinatal health, and has a thoughtful approach to day-to-day operational management, strategic planning, and organizational leadership. **Black women strongly encouraged to apply**

Required qualifications

- Current certification as an International Board Certified Lactation Consultant
- 3+ years of clinical lactation experience working directly with clients
- Experience solving various complexities of lactation challenges
- Resident of New Jersey, will consider NYC
- Access to reliable transportation.
- Excellent oral, written, interpersonal and public speaking communication skills.
- Demonstrated ability to work independently as well as collaboratively in a team environment.
- Flexibility to work occasional evenings and weekends.
- Excellent administrative, organizational, and problem solving skills.
- Ability to work independently with minimal supervision.

Preferred qualifications

- Associate degree or higher
- Resident of Essex County, New Jersey
- Personal experience breastfeeding (direct or pumping)
- Familiarity with Southward of Newark and East Orange
- Working knowledge of reproductive justice
- Fluency in Kreyòl and/or Spanish

UPHOLDS THE PHILOSOPHY OF THE PERINATAL HEALTH EQUITY FOUNDATION BY:

- Communicating questions about work assignments or deadlines with supervisors or appropriate team members.
- Demonstrated commitment to and experience working in reproductive justice, social justice, and racial equality centering communities of color in their approach to work.
- Breastmilk/human milk is the preferred feeding source for most infants
- Completion of projects and work assignments by assigned deadlines.
- Maintaining a high degree of professional ethics, which includes confidentiality of all client donor, volunteer & employee information, business strategies, etc.
- Utilizing work time efficiently and with integrity
- Contributing to self-development and professional growth by seeking opportunities to learn through journals, seminars, or special programs.

Interested candidates can apply online at <https://perinatalequity.org/employment/>