



Position Title: Lactation Consultant IBCLC

Position Summary: The Daisy CHAIN IBCLC is central to providing services at Daisy CHAIN, and an integral part of the organization and team. This position is a member of the Lactation Team and reports to the Lactation Team Lead but works collaboratively with all staff to support the DC mission. An ideal candidate is flexible, communicative, honest, respectful, and shows a real commitment to all of Daisy CHAIN's values.

Position Details: \$28.55+, dependent on experience, continued training and professional development for all staff; health insurance benefits; one week paid time off for the whole agency during winter; one paid day off per month; and 4 weeks PTO to be scheduled by employee in coordination with their team (which accrues at hire date at 7.69% and must be used within the year and is front loaded at anniversary date).

FLSA: non-exempt, 25-30 hours/week (flex hours with workload)

Position to start: when filled, ideally onboarding by week of May 1, 2024

DC's Mission and Vision: Daisy CHAIN shifts the cultural paradigm of pregnancy, birth, postpartum, and parenting care while increasing equitable access to services and career paths by bridging gaps and addressing individual and systemic barriers through comprehensive services, high-quality, culturally competent care and community action and offerings. We provide the community with research and evidence-based support services and education for individuals and families on their reproductive and parenting journeys. All people deserve access to pregnancy, lactation, and parenting support and doula care from qualified professionals and peers in their community. All services FREE to clients. Se habla español.

All are encouraged to apply. At Daisy CHAIN, we value lived experience and we come from the communities we serve. Preferred applicants will have/have had relevant life experience pertinent to the clients we serve including: identifying with Oregon Health Authority "priority" populations (Black, Indigenous, people of color, and American Indian/Alaska Native people [BIPOC-AI/AN], living with low incomes, people who identify as LGBTQIA+, people with disabilities, and people living in rural areas); housing instability or homelessness; pregnancy; parenting; navigating DHS/child welfare; and native language other than English. Some positions will also be trained as a Peer Support Specialist, and folks with first hand experience of navigating addiction, harm reduction, and/or recovery ("substance use disorder") are highly valued on the team in all positions. *Current programs include:* birth doula services, postpartum doula services within the first 2 weeks post-pregnancy, termination doula services, and loss doula support within 6 weeks of a loss; bilingual full spectrum doula support; Dandelion Street Outreach doula support for clients with unstable housing and substance use or recovery; lactation and baby feeding support visits within



the first 2 weeks post-pregnancy and drop-in Nursing Nook thereafter; and music classes for babies and kids ages 0-5 and their parents.

Daisy CHAIN's IBCLCs have access to peer support, clinical guidance on individual client cases from senior IBCLCs, and at least one monthly check-in with the Lactation Team Lead.

Daisy C.H.A.I.N. IBCLC: IBCLC carryout IBLCE practices identified [here](#). Daisy C.H.A.I.N.'s IBCLCs have access to peer support, clinical guidance on individual client cases from senior IBCLCs, and scheduled check-ins with a DC supervisor. The IBCLC upholds DC values in providing services to clients in their place of residence, via telehealth, and at our Nursing Nook times per program needs as identified by Lactation Team Lead. IBCLC services are delivered with the professional standards outlined by the [IBLCE](#).

Core Responsibilities:

- Be willing and available to attend visits in the community for at least 8 clients per month
- Attend required staff meetings and in-services/trainings
- Check your email regularly for schedule changes, updates, and staff communication.
- Complete and turn in the timecard as scheduled.
- Complete client documentation immediately following visit (minimum rough draft notes after visit, clean up by end of shift)
- Maintain client and DC team's confidentiality and HIPAA-compliant records.
- Meet as scheduled with Lactation Team Lead and/or senior IBCLC for case-management and to monitor paperwork completion, as needed.
- Provide lactation support that meets the **International Board of Lactation Consultant Examiners Standards of Practice and Code of Ethics**
- Provide knowledgeable, evidence-based lactation and feeding support
- Work with Lactation Team Lead to mentor teammates working towards IBCLC certification via Pathway 3
- Coordinate scheduling and client care of clients with other DC lactation specialists and doulas as necessary
- Support Lead IBCLC as needed and directed by Lead IBCLC to support flow of client visits, program functioning, and Nursing Nook hosting
- Uphold DC's mission, vision, and values

Requirements:

- The aligned applicant will work well in a rapidly growing grassroots nonprofit environment, be self-motivated, have integrated self-regulation and self care for work/life balance, and be able to handle several projects at one time



- Value for and willingness to have or build personal support community, including support for mental health when needed
- Willingness to complete state background check
- Confident working at a computer and/or willing to learn and utilize DC's electronic systems, which includes Google Drive, QB time
- Participates in Daisy C.H.A.I.N. approved Trauma-informed and Diversity trainings and other scheduled ongoing trainings as relevant
- Has a personal and professional commitment to equity, inclusion, and anti-racism
- Adheres to Daisy C.H.A.I.N. processes and agreements and review, as updated, with ED
- Flexible to changing needs of the nonprofit organization
- Willingness to serve on the DC team with nonjudgmental, compassionate, trauma-informed, culturally competent, individualized approach to job responsibilities (including client care) and team
- DC is an at-will employer and both employer and employee may end this agreement of employment at any time, with or without cause. You must adhere to all local, state, and national laws during your hours of employment even if your supervisor or anyone at DC asks you to act outside of the law
- IBCLC Certification
- State IBCLC license, or willingness to obtain (some IBCLCs are exempt from this licensure)
- Complete your credentialing applications for billing insurances with support from our insurance billing company during first week of onboarding
- Valid CPR Certification
- Valid Food Handlers Card
- Willingness to travel to locations including homes throughout Lane County
- Valid Driver's License, working vehicle, and car insurance or the ability to use public transportation or rideshare services, as coordinated with your team lead
- Enjoys working with others, contributes to a team environment, willing to learn and be accountable

CLICK [HERE](#) TO START YOUR APPLICATION!

Daisy C.H.A.I.N. prioritizes creating an environment of respect, inclusion, and equity among our employees, volunteers, and board members. It is a value of ours to prevent discrimination due to any characteristics of age, ability, disability, gender expression or identity, marital status, pregnancy and parenthood, race (including color, nationality, and ethnic or national origin), religion or belief, and sexual orientation in our hiring, promotion, pay rate, termination, and all workplace practices. We are an Equal Opportunity Employer and all applicants are encouraged to apply.