**Class Summary**

The responsibilities of this classification include coordinating Women, Infants, and Children (WIC) breastfeeding peer counseling program activities and serving as team lead who direct the work, provide support, and train program staff.

Following the USDA’s Loving Support Model, peer counselors reinforce breastfeeding recommendations in a socially and culturally appropriate context and promote breastfeeding as an essential element in the healthy development of the mother and baby.

**Distinguishing Characteristics**

This is the second level in a two-level classification series. The WIC Breastfeeding Peer Counselor I classification is distinguished from the WIC Breastfeeding Peer Counselor II in that incumbents in the WIC Breastfeeding Peer Counselor I classification are not team leads in the work of the breastfeeding peer counseling program.

This classification is distinguished from other classifications in that the WIC Breastfeeding Peer Counselor provides information and encouragement to pregnant and breastfeeding clients. In addition, incumbents help WIC mothers initiate and continue breastfeeding and address the barriers to breastfeeding by offering breastfeeding education, support, and role modeling.

**Examples of Duties**

*In addition to the duties for the WIC Breastfeeding Peer Counselor I classification, the WIC Breastfeeding Peer Counselor II will:*

1. Review, monitor, and schedule the work of program staff; problem-solve day-to-day operational issues as assigned by the program manager or site supervisor.
2. Assist in the staff hiring process; provide input to performance evaluations; provide day-to-day coaching and on-the-job training to new employees and staff as assigned; ensure competency requirements are met.
3. Provide practice consultation and support to BFPC I staff when questions and situations arise beyond the scope of a BFPC I.
4. Coordinate designated quality assurance activities and ensure compliance with set standards assigned by the program manager.
5. Assist with overseeing, collecting, and analyzing program-specific data to inform how the program can meet community and client needs.
6. Perform other duties as assigned.

**Knowledge/Skills**

Advanced lactation support training or skills and certified as an IBCLC (International Board-Certified Lactation Consultant)

Knowledge of supervisory principles and techniques and personnel procedures

Skill in planning, coordinating, and evaluating the work

Skill in leadership, group process, and group facilitation

Ability to effectively engage in and sustain relationships with people from diverse cultures and socio-economic backgrounds

Ability to work independently and as a team member

Demonstrated proficiency with business applications, such as Microsoft Office suite

**Education and Experience Requirements**

Previous personal breastfeeding experience of at least one infant for a minimum of six months

And any combination of education and experience that clearly demonstrates the ability to perform the job duties of the position

**Licensing, Certification, and Other Requirements**

Some licenses, certifications, and other requirements determined to be necessary to meet the business needs of the employing unit may be required

|  |  |
| --- | --- |
| **FLSA Designation** | Non-Exempt |
| **Service Status** | Career Service |
| **EEO Code** | 3 |
| **Levels within same series** | WIC Breastfeeding Peer Counselor I  WIC Breastfeeding Peer Counselor II |
| **Class History** | 06/2023 - Created |