

Job Description

Job Title	Lactation Consultant		
Job Family	Clinical Affairs	Job Code	009.089
Department	Medicine	Section	Child And Adolescent Health
Direct Supervisor	Assistant Director of Medicine for child and adolescent Health	Supervises	

Job Summary (Role Purpose)

PHCC has a vision to be the leader in transforming the health and wellbeing of people's lives in Qatar. PHCC's mission is to deliver comprehensive, integrated and coordinated person-centered health care services in the community through focusing on disease prevention, healthy lifestyles and wellness. In partnership with our stakeholders, we will improve the health and wellbeing of our population.

The incumbent will support by providing comprehensive skilled care and evidence-based information for breastfeeding and human lactation from preconception to weaning, for breastfeeding families, based on specialized knowledge and clinical expertise in breastfeeding and human lactation.

Communication & Working Relationships

With	Type (Internal/External)
Health Center Managers	Internal
Clinical Affairs Directorate	Internal
Operations Directorate	Internal
Preventive Health Directorate	Internal
Workforce Development and Training Directorate	Internal
Quality & Patient Safety Directorate	Internal
Strategy Planning and Health Intelligence	Internal
Ministry of Public Health	External
HMC	External
SIDRA	External
Educational Institutions	External
Patients & Families	External
Other Healthcare Providers	External

Key Accountabilities & Duties

Key Accountabilities	Key Duties
Professional leadership & guidance for clients	Acknowledging parental and child health and mental status in the context of breastfeeding, performing comprehensive maternal, child and feeding assessments related to breastfeeding and human lactation, developing and implementing an individualized feeding plan in consultation with the client and providing evidence-based information regarding use of medications (over-the-counter and prescription), alcohol, tobacco, and herbs or

	<p>supplements during breastfeeding and human lactation, and their potential impact on milk production and child safety.</p> <p>Providing evidence-based information regarding complementary and alternative therapies during lactation and their impact on milk production and effect on the child, integrating cultural, psychosocial, and nutritional aspects of breastfeeding and human lactation and providing support and encouragement to successfully meet breastfeeding goals.</p> <p>Use of effective counseling skills and principles of adult education when interacting with clients, health care team members and others in the community, and working by the principles of family-centered care while maintaining a collaborative and supportive relationship with clients.</p> <p>Provides competent services for clients and performs a comprehensive maternal and child feeding assessment.</p> <p>Provides education about child feeding behaviors; signs of readiness to feed and expected feeding patterns.</p> <p>Reviews and approves internal quality control and external quality assurance programs in lactation consultation.</p> <p>Maintains knowledge and skills through regular continuing education.</p> <p>Responsible for Obtaining and maintaining Baby Friendly status at health centers.</p>
Clinical Governance	<p>Participates in the development of policies and guidelines at local, regional, national and global levels which protect, promote and support breastfeeding for feeding children in all situations including emergencies.</p> <p>Periodically review and ensure the services comply with PHCC's approved ACI (Accreditation Canada Standards) Standards and National Legislations</p> <p>Support the Assistant Director in activities regarding clinical privileging, and competency assessment by liaising with Clinical Licensing and Privileging team and Operations and Work force Training Directorates</p> <p>Develop clinical governance policies, guidelines, procedures, and standards for baby friendly initiative accreditation.</p>
Training & Development	<p>Engage with Workforce Development and Training Directorate to develop a comprehensive system for the training and development of relevant staff group</p> <p>Support Workforce Training directorate in delivery of relevant training programs, and monitor and collate feedback for continuous improvement</p>
Communication & Reporting	<p>Act as lead for the production of regular reports on progress of assignments/projects, highlighting issues and concerns and make recommendations and suggest an action plan to the Line Manager</p> <p>Communicate with other sections within the directorate and with other directorates within the organization and external stakeholders all pertinent information relevant to the assigned functions.</p>
Research	<p>Act as a focal person and work with the Research Directorate supporting research activities involving functions of the assigned area.</p>
Patient Safety Commitment	<p>Demonstrate a proactive approach to patient safety by thinking about what might go wrong in all your undertakings and take necessary measures to prevent them from happening.</p>

	Identify and report potential or actual patient safety concerns, errors and/or near misses in a timely manner.
	Follow patient safety-related policies, procedures and protocols.
	Demonstrate as a sense of teamwork and effective communication.
	Partner with line manager to understand risks in your area of work, develop a plan on how to mitigate those risks, and develop shared accountability for implementing and evaluating the plan.
Other Duties	The incumbent will undertake any such related duties or responsibilities as directed.
Confidentiality of Information	Ensure high standards of confidentiality to safeguard any sensitive information.

Minimum Job Requirements	
Education Requirements	<ul style="list-style-type: none"> • Bachelor's degree in health-related profession (such as Nursing or Midwifery) <p>OR</p> <ul style="list-style-type: none"> • Bachelor's degree in medicine from a recognized medical school. • Board certification or equivalent in Family Medicine, Community Medicine, Obstetrics & Gynecology, Pediatrics, Internal Medicine, or public health. <p><i>(Only a Physician already licensed by DHP in one of the specialties listed below is only eligible to add the "Lactation Consultant" scope of practice, upon meeting the pre-requisites licensing under DHP.</i></p> <ul style="list-style-type: none"> • <i>General practitioner</i> • <i>Family medicine</i> • <i>Community Medicine</i> • <i>Public health</i> • <i>Obstetrics & Gynecology</i> • <i>Pediatrics</i> • <i>Internal Medicine)</i>
Certification, license or training Requirements	<ul style="list-style-type: none"> • A valid International Board-Certified Lactation Consultant (IBCLC) certificate • DHP License
Experience & Knowledge	<ul style="list-style-type: none"> • 5 years of experience relevant to the role in a healthcare setting. • Experience in WHO Baby friendly Initiative accreditation
Skills Requirements	<p>Strategic Management</p> <ul style="list-style-type: none"> • Ability to think conceptually and communicate concepts effectively. • Strong decision-making skills with the ability to take decisions and make recommendations upon analysis of opinions.

	<ul style="list-style-type: none"> Articulate a clear personal vision of what needs to be achieved. <p>Strategic Partnerships</p> <ul style="list-style-type: none"> Understands the different perspectives of stakeholders. Can build effective relationships with key partners. Can develop strong networks within and outside PHCC. <p>Communication</p> <ul style="list-style-type: none"> Excellent written and communication skills and the ability to produce reports on complex issues Clear analytical skills to allow explanation, evaluation and interpretation of information and opinions. Excellent computer skills <p>Disposition</p> <ul style="list-style-type: none"> Inspires others and leads by example. Exemplary personal standards of conduct and behavior
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Technical & Core Competencies*		
	Competency	Level
Core Competencies	Communication	5
	Computer skills	5
	Decision Making	4
	Leadership	5
	Teamwork	5
Technical Competencies	Monitoring and Review	5
	Quality Standards and Certifications	4
	Staff development & Education	4
	Quality Inspections	4

* The core competencies are set on a point scale of 1 to 5 with "1" being the lowest proficiency level and "5" being the highest. The technical competencies are set on a point scale of 1 to 3 with "1" being the lowest proficiency level and "3" being the highest.

Working Environment & Conditions	
Activity / Conditions/ Risk	Description
Working Hours	PHCC employees are mandated to work as per their work schedule and report to the office on time
Location	Employees will be working from office and may have site visits as per operational needs.

The document provides duties and responsibilities of this position as per the current Organizational Structure and Objectives. The roles and responsibilities are subject to change as per PHCC Management discretion.