



WIC Breastfeeding Peer Counselor

Mission

Waimānalo Health Center is rooted in Native Hawaiian values and devoted to improving the health and wellness of all people, regardless of ability to pay, by providing comprehensive primary and preventive health care services of the highest quality.

Vision

Waimānalo Health Center is dedicated to the continuous advancement in quality healthcare while assuring universal access for all. We believe that our values of Aloha, Mālama I Ka Pono, Mālama I Ka 'Ohana, and Mālama I Ka 'Āina, enable our patient-centered healthcare home services to deeply focus on the shared role of healing oneself, 'ohana, community, and 'āina over generations.

Core Values and Guiding Principles

Our values at Waimānalo Health Center promote Hawaiian-centered diversity, equity, and inclusion by welcoming all members of the Ko'olaupoko community to access our holistic services ranging from traditional Hawaiian healing practices to Western medicine.

Aloha: We listen to people with our full attention, seeking to know them and understand their health care and wellness needs and aspirations for themselves, their family and community. We will respond, to the best of our abilities, as caring, compassionate, engaged, and professional partners in healthcare.

Mālama I Ka Pono: We know that quality healthcare starts with people's trust in our services and the excellence of our care for them and the resources entrusted to us to meet their needs. We are committed to maintaining their trust by treating people with respect and confidentiality, and by being open about our organizational practices and results, seeking to continuously improve our work.

Mālama I Ka 'Ohana: We believe that wellness embraces the whole family, and we welcome their participation in the healthcare of their loved ones. Our belief extends from the Ahupua'a of Waimānalo throughout Ko'olaupoko where we build the foundation for good health and wellness for everyone, and we seek collaborative partners who share our values and vision.

Mālama I Ka 'Āina: We understand the importance of one's sense of place and the holistic nature of health and wellbeing. Through integrative services we support the balance of body, mind, and spirit, while respecting one's cultural connectedness to the 'āina of Hawai'i. Ka Maui O Ka 'Āina A He Maui Kānaka: The Life of the Land is the Life of the People

*We are seeking a dedicated, talented, and team-oriented **WIC Breastfeeding Peer Counselor** to join our 'ohana (family) to support our mission and values. Waimanalo Health Center is dedicated to offering employees an exceptional work environment and offers competitive salaries and benefits.*

Summary

The WIC Breastfeeding Peer Counselor assists new moms by giving paraprofessional support, basic breastfeeding information, and encouragement to pregnant and breastfeeding mothers enrolled in the WIC program, a federally funded supplemental nutrition program, at the Waimānalo Health Center (WHC).

Benefits

- Health Benefits (Medical, Dental Drug, Vision)
- Employee coverage paid by WHC Employee Retirement Savings Plan 403(b) – Employer match 50% of employee contribution up to a maximum of 3% of employee wages after six months of employment.
- Flexible Spending Program
- Paid Holidays – 10 Full days and 2 Half Days
- Paid Time Off (PTO): Accrual based on working 40 hours per week
 - 1 to 3 years – Max. Accrual = 120 hours
 - 3 to 8 years – Max. Accrual = 160 hours
 - 8 + years – Max. Accrual = 200 hours
- Paid Wellness Hours (2 hours per pay period based on FTE)
- Wellness Bucks – Up to \$200 annually
- Bereavement Leave
- Makahiki – Employee Appreciation Day
- Jury Duty Pay Casual Dress Friday Longevity Benefit After 5 or more years of service
- Tuition Assistance Program
- Discounted Medical,
- Dental and Vision services provided by WHC Employee Assistance Program (EAP)
- Group Term Life Insurance Supplemental Group Term Life Insurance & AD&D Insurance
- Lifestyle Benefits
- Free Parking

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily after training is provided for increased skills sets and duties. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Does not have extended professional training in health, nutrition, or the clinical management of breastfeeding who are selected from the group to be served and are trained and given ongoing supervision to provide basic service of function. Paraprofessionals provide specific tasks within a defined scope of practice. They assist professionals but are not licensed or credentialed as healthcare, nutrition, or lactation consultant professionals.
- Has breastfed at least one baby (does not have to be currently breastfeeding) for 3 to 6 months, preferably a year.
- Has reliable transportation.
- Willing to make phone calls outside of standard clinic hours.
- Must maintain a professional appearance and maintain willingness to serve the public.
- Computer skills required.
- Skilled in understanding, recording, and reporting data collected for required reporting purposes.
- Knowledgeable of the diverse needs of individuals and families in the community; provides services in a culturally appropriate manner.
- Good interpersonal skills and able to accept constructive criticism.
- Must satisfactorily complete all WHC and WIC training, including Relias, HIWIC and WIC 101.

- Able to: maintain client confidentiality; effectively communicate both orally and in writing; read, understand, and followed detailed departmental procedures and regulations; maintain calm, supportive demeanor in crisis situations; make decisions using independent judgments; gather and analyze a variety of information; establish rapport with clients from diverse cultural and socio-economic backgrounds; manage caseload and recall case details; organize and prioritize work assignments; deal firmly and fairly with clients; maintain accurate records and document actions; identify and make referrals to local and regional providers of social, medical and/or other specialized services; establish and maintain cooperative working relationships; learn about resources for social, health, welfare, and related services.
- Able to function with little or no supervision.

Certificates, Licenses, Registration

- Graduation from high school or equivalent preferred.
- Two-Step Tuberculosis clearance is required.
- Hepatitis B clearance via immunization records of 3 hepatitis B vaccines and a hepatitis B surface antibody quantitative blood test blood test.
- Proof of full vaccination and booster against COVID-19 is required.