



Stanislaus County  
now offers an employee  
bonus worth up to  
**\$10,000 or 21  
additional days of  
leave time!\***

*\*See inside for details*

# Lactation Services Coordinator (Staff Services Coordinator)

Stanislaus County Health Services Agency

**\$85,280-\$103,646 Annually**

Apply by April 14, 2026



# ABOUT THE POSITION

The Lactation Services Coordinator is responsible for coordination of lactation services offered by the Stanislaus County Health Services Agency WIC Program. The Coordinator provides direct oversight and implementation of the Breastfeeding Peer Counseling Program and Regional Breastfeeding Liaison Program. The Coordinator will work with program staff to plan, develop, implement and evaluate strategies for promoting and supporting breastfeeding among WIC participants and the community, specifically prenatal/breastfeeding women and infants. The Lactation Services Coordinator will assess and evaluate the success of the breastfeeding support programs through systematic data collection and report to the WIC Director. Additionally, the Coordinator will develop strong working relationships with community partners and strategize ways to support breastfeeding in the community. The Lactation Services Coordinator trains, supervises, and evaluates the performance of Lactation Consultants, Peer Counselors, and other WIC staff and maintains a high-performance environment characterized by positive leadership and a strong team orientation.



## THE IDEAL CANDIDATE

The Health Services Agency (HSA) is looking for a team member who is interested in a career where you can make a difference in the health of our community. The ideal candidate is self-motivated, team-oriented with strong customer service skills and the ability to bring positive leadership to a fast-paced clinic environment along with a passion for breastfeeding support. Candidates with a background in lactation support/consulting are highly sought after. The candidate will coordinate and oversee breastfeeding support efforts of the WIC program and work with program staff to coordinate efforts within WIC and throughout the community.

# THE TYPICAL TASKS

- Advise and collaborate with the WIC Director;
- Coordinate and implement Scope of Work of the Breastfeeding Peer Counseling Program and Regional Breastfeeding Liaison funding to ensure completion of work plan activities;
- Oversee, direct, train and evaluate program staff;
- Coordinate mechanisms for data collection for program reporting;
- Oversee program evaluation including developing evaluation plan, assuring protocols are followed, and report writing;
- Provide new hire training to ensure all peer counselors demonstrate competency in counseling, documentation and referrals. Enforces program standards including the adherence to WIC confidentiality and Employee Security Affidavit (ESA);
- Participate in assigned community meetings, regional collaborative meetings and state trainings as related to target population and/or program objectives;
- Assist WIC Director in acting as liaison with other departments, agencies, community organizations and the public;
- Under direction, prepare, monitor and control program budget;
- Perform evening and Saturday work as needed and travel as assigned;
- Use computer-based data to assist manager in planning budget and program operations;
- Analyze and interpret State legislation as it applies to County programs and train staff as appropriate;
- Plan and coordinate special projects as assigned;
- Participate in community-oriented education and outreach activities as needed;
- Communicate effectively, including public speaking.



## MINIMUM QUALIFICATIONS

### KNOWLEDGE/SKILLS/ABILITIES

- Principles and practices of supervision and management;
- Departmental organization and operations;
- Public funding and budget preparation;
- Methods of investigation and problem solving;
- Principles and procedures of compliance;
- Community needs and resources;
- Project management principles;
- Knowledge of Breastfeeding support principles;
- Intermediate to advanced computer skills and experience with various software programs as required by the position. Including Word processing, spreadsheets and graphics; and Interpersonal and communication skills.

# EDUCATION & EXPERIENCE

## PATTERN I

- Graduation from an accredited college or university with a Bachelor's degree in Nutrition Public Health, Health Education, Community Health, or Healthcare degree

### AND

- Three (3) years experience in the WIC program or Breastfeeding Peer Counseling program providing breastfeeding support or performing duties comparable to the Stanislaus County position of a Health Educator or Nutritionist I/II.

## PATTERN II

- Graduation from an accredited college or university with a Master's degree in Nutrition Public Health, Health Education, Community Health, or Healthcare degree

### AND

- One (1) year experience in the WIC program or Breastfeeding Peer Counseling program providing breastfeeding support or performing duties comparable to the Stanislaus County position of a Health Educator or Nutritionist I/II.

## PATTERN III

- International Board Certified Lactation Consultant (IBCLC);

### AND

- Two (2) years experience in the WIC program or Breastfeeding Peer Counseling program providing breastfeeding support or performing duties comparable to the Stanislaus County position of a Health Educator or Nutrition Assistant I/II.

## LICENSE:

- Must possess a valid California Driver's License and vehicle insurance.

*Proof of education is required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-558-4872 to make other arrangements before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline will result in disqualification.*

**Here at the**

**Health Services Agency...**

*We build community by promoting health and wellness through service and collaboration for all people in Stanislaus County!*

Scan the QR code or visit [www.stancounty.com/schsa.org](http://www.stancounty.com/schsa.org)



# QUICK GUIDE TO APPLYING



## APPLICATION PROCESS



1.  
Find the  
Right Job



2.  
Update Your  
Application



3.  
Submit Your  
Application



4.  
Wait for  
Processing



5.  
Receive Notice of  
Application Status

## APPLICATION BEST PRACTICES

### BE COMPLETE

We screen for qualifications based on the information provided on your application, not on your resume. **Please make sure all relevant experience is listed within the body of your application.**

### BE DETAILED

Connect your professional experiences to the job's knowledge, skills and abilities. **Share your work history and how it relates to the minimum qualifications of the position.**

### UPDATE YOUR APPLICATION

Take the time to review and update your application each time you apply for a new position. **Ensure that your employment dates are correct and that any relevant skills or experiences are listed.**

### ATTACH SUPPORTING DOCUMENTS

Attach any required supporting documentation listed in the Minimum Qualifications. **Not submitting that typing certificate or proof of education could be the reason you are disqualified!**

### HIGHLIGHT DESIRABLE QUALIFICATIONS

If there are desirable qualifications listed, they may influence the screening process. **Detail how you meet both minimum qualifications and desirable qualifications in the duties section of your application.**

## COMMON MISTAKES TO AVOID

### WRITING "SEE RESUME"

Relying on your resume instead of completing the application can hurt your chances. **Be sure to fill out all sections and attach proof of education when required, as resumes alone don't provide the details needed to evaluate your qualifications.**

### OUTDATED OR MISSING REFERENCES

Submitting old contact information or leaving references blank can delay the reference check process. **Include current, reachable contact information for all references.**

### INCLUDING TOO MUCH OR UNRELATED INFO

Adding long paragraphs or unrelated experiences can make your application unclear. **Keep your application clear, concise, and focused on relevant qualifications.**

### ASSUMING COMPUTERS SCREEN APPLICATIONS

Believing that a computer or automated system selects qualified candidates is a common misconception. **All applications are reviewed by trained recruitment analysts, so make sure your experience is clearly detailed.**



**STANISLAUS  
COUNTY HUMAN  
RELATIONS**

Take Your Place.



# JOIN OUR TEAM and receive a bonus worth **UP TO \$10,000!**

## or 21 additional days of leave time!\*

\*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE NEW EMPLOYEES TO RECEIVE A BONUS WORTH \$5,000 - \$10,000 OVER THREE ANNUAL INSTALLMENTS

### YOU CHOOSE: One month's worth of

Scan the QR code with a camera app to watch the Employee Choice Bonus Plan video!



#### Cash Payout

Redo that kitchen or paydown debt.

*It's all yours.*



#### Leave Time

Take a little extra time off and enjoy yourself.

*You've earned it.*



#### Deferred Compensation

Reduce some taxable income and receive it later.

*Why not?*



**STANISLAUS  
COUNTY HUMAN  
RELATIONS**

Take Your Place.



**clubwellness**  
myclubwellness.org

# Employee Choice Bonus Plan

## UNDERSTANDING THE DETAILS



### JOIN OUR TEAM BY JUNE 30TH, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



#### Option 1 BONUS CASH PAYMENT

*(Default if employee declines to make a choice)*

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



#### Option 2 BONUS LEAVE TIME

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



#### Option 3 BONUS DEFERRED COMPENSATION CONTRIBUTION

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

### Eligibility for Employee Choice Bonus Plan



- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2026, are eligible to receive future payments in accordance with their new hire date.



## COMPENSATION & BENEFITS

**\$85,280-\$103,646 Annually**

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- 2 (two) weeks annual vacation upon entering County service
- 16 additional vacation hours annually
- 96 hours of sick leave annually
- 12 paid holidays annually
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

*Details available upon request.*

## RECRUITMENT INCENTIVES:

### **Employee Choice Bonus Plan:**

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit [stanjobs.org](http://stanjobs.org) for details.

### **Career Ladders:**

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization— from Accounting to Public Safety to IT.

### **Learning Institute:**

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

## WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



## **CLASSIFICATION INFORMATION**

Unless otherwise provided, this position is part of the Classified Service of the County and is assigned to the Mid-Management/Supervisory bargaining unit for labor relations purposes.

Individuals who are in a full-time classification position are required to serve a twelve-month probationary period, which may be extended an additional six months, for a total of eighteen months.

Incumbents may also be subject to overtime, standby, callback, weekend, holiday and shift assignments as identified in their MOU (Memorandum of Understanding).

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <https://www.stancounty.com/riskmgmt/risk-dm-ita-class-sub-main.shtm>.

## **APPLICATION PROCEDURES/FINAL FILING DATE: April 14, 2026**

### **Oral Examinations are tentatively scheduled: April 20, 2026**

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

Resumes will not be accepted in lieu of a completed application.

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

## **RECRUITMENT ACCOMMODATIONS**

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

## **GENERAL QUALIFICATIONS**

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.
- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.

## **APPLICATION AND/OR EXAMINATION APPEAL RIGHTS**

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

## **DISCLAIMER**

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.