

**TOMPKINS COUNTY CIVIL SERVICE
VACANCY
Inclusion Through Diversity**

OPEN TO THE PUBLIC

**Tompkins County Department of Human Resources Office
125 E. Court Street
Ithaca, NY 14850
(607) 274-5526**

Tompkins County is an Equal Opportunity/Affirmative Action employer. Minorities and women are encouraged to apply

TITLE: WIC Program Nutritionist

SALARY: \$31.48/hr - Hire Rate (2026); \$34.13/hr - Work Rate (2027)

TYPE OF EMPLOYMENT: Full Time

ISSUE DATE: 05/29/26

THE FINAL DATE TO FILE APPLICATIONS: 06/30/26

DATE THAT THIS ANNOUNCEMENT SHOULD BE REMOVED FROM POSTING: 07/01/26

RESIDENCY WAIVED

Tompkins County Whole Health is seeking a Nutritionist to support women, infants, and children through the WIC Supplemental Food Program. This full-time position is 37.5 hours per week with a hire rate of \$31.48 per hour and a work rate of \$34.13 per hour after nine months of continuous employment.

This role is ideal for someone who is compassionate, knowledgeable, culturally responsive, and committed to helping individuals and families achieve their nutrition and health goals. The successful candidate will be a strong communicator who is comfortable providing nutrition counseling, supporting breastfeeding families, and working collaboratively within a public health setting.

The Nutritionist conducts comprehensive nutrition and breastfeeding assessments; provides individualized nutrition counseling and education; develops care plans; authorizes food packages; and supports participants with complex nutritional, medical, and social needs. Responsibilities also include documentation, care coordination, referrals to community resources, and collaboration with healthcare providers and community partners. The ideal candidate is skilled at building trusting relationships, applying evidence-based nutrition practices, and empowering families to make informed decisions that support lifelong health.

This is an approved title under NYS HELPS. No exam is required.

MINIMUM QUALIFICATIONS:

- (a) Registered Dietitian (RD/RDN); **OR**
- (b) Bachelors or Master's degree in Nutrition from an accredited college or university.

If an applicant has a foreign degree he/she must provide a Foreign Academic Credential Evaluation Report prior to appointment.

SPECIAL REQUIREMENT:

Possession of a valid New York State driver's license at the time of application and maintenance of such license for the duration of employment.

Tompkins County Government centers diversity, equity, and inclusion. We are committed to the empowerment of employees and residents to dismantle systemic barriers that inhibit inclusive governance and the provision of government services to all. Guided by our values of Respect, Accountability, Integrity, Equity, and Stewardship, we strive to build a workplace and community rooted in trust, belonging, and opportunity for all.

Learn more about our Strategic Plan and Institutionalizing Equity Report, which embed equity across our operations.

ANTICIPATED ELIGIBILITY:

This opportunity is being announced with anticipated eligibility. Applicants who are currently and actively enrolled in a qualifying degree program may apply, however, will only be considered for appointment if they have graduated by the time the appointment is being offered. When the civil service examination comes up, those who remain actively enrolled in college will be admitted to the examination and those with a passing score will be marked as restricted if they have not obtained their degree by the time the list is established. Once these candidates complete the requirements to be fully eligible, they may be considered for permanent appointment once they have demonstrated possession of a qualifying degree. It is the candidate's responsibility to let Human Resources know when they are eligible by providing a transcript indicating that their degree has been conferred.

DISTINGUISHING FEATURES OF THE CLASS:

This is a professional nutrition position responsible for conducting nutrition assessments, determining nutrition risk, and providing participant-centered nutrition education (individual or family sessions and facilitated group discussions) for all participants of the Women, Infants and Children (WIC) Supplemental Food Program. Work is performed under direct supervision of the WIC Program Director and under general supervision of the Director of Family and Child Health Division with leeway allowed for the exercise of independent judgment. This position may be required to work alternate hours such as early evening and/or weekend clinic hours. The incumbent will perform all related duties as required.

TYPICAL WORK ACTIVITIES:

- Competes a though nutrition assessments, determines nutrition risk for program eligibility and enrolls participant into the program.;
- Interprets and evaluates nutritional status based on anthropometric measurements and hematological values;

- Develops and implements a plan of care based on this information, nutrition needs, available resources and coordinates this with health care provider as needed;
- Conduct a breastfeeding assessment and provide participant-centered counseling which helps a mother initiate breastfeeding, establish a milk supply, exclusively breastfeed and continue breastfeeding. Address common breastfeeding concerns, issue breast pumps and yield to the breastfeeding coordinator when necessary;
- Prescribes, tailors, authorizes, issues and reissues any WIC food package per NYS WIC program policies, including the review and approval of infant formula requests requiring medical documentation for participants in consultation with their Health Care Provider (HCP);
- Develop and implement individual care plan (ICPs) and oversee high-risk care to all participants.
- Provide and document participant-centered nutrition education/counseling (individual/family sessions and facilitated group discussions) for participants. especially participants whose nutrition or health concerns require an advanced level of nutrition expertise (high risk); above counseling is responsive to identified needs/interests of participants;
- Track participants' progress and document outcomes, including goals set, in improving their health, especially participants whose nutrition or health concerns require an advanced level of nutrition expertise (high risk);
- Prepares nutrition education materials such as pamphlets, newsletters, recipes, posters, three-dimensional materials and slide presentations for use at WIC clinics, from nutritionists' research, etc.
- Provides guidance in nutrition assessment and counseling to Nutrition Educators and Nutrition Support Staff;
- Provides leadership and assists in orienting, training, and mentoring of new Nutrition staff, including Nutrition Support staff and volunteers/interns;
- Plans, conducts, and provides leadership in developing, conducting and evaluating training programs in nutritional care and nutrition education topics for the staff of the WIC program, county health Department and other county agencies and interested community groups;
- Acts as the resource person for information on nutrition issues/topics for all staff;
- Advises clients' families and staff on available community resources in foods and nutrition such as home-delivered meals, Title VII nutrition programs, food stamp programs and homemaker services and extension services;
- Establishes working relationships with local health, social service and education agencies to further program objectives and provides nutritional education for medical and allied personnel; provides and documents appropriate follow-up referrals to other health and social services agencies for participants, especially participants with additional nutrition or health concerns;
- Participates in State, regional and local programs to keep abreast of new developments in the field of nutrition; completes and documents a minimum of 12 hours of approved continuing education yearly in topics relevant to job role;
- Maintains a variety of records in accordance with Federal and State agency requirements;
- Performs routine blood tests in accordance with infection control practices.

KNOWLEDGE, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS:

- Thorough knowledge of the principles and practices of nutrition and diet therapy;
- Thorough knowledge of the relationship of nutrient intake to health and to restorative and rehabilitative treatment;
- Thorough knowledge of how various disease states and medical regimens alter nutrient needs;
- Thorough knowledge of processes involved in menu planning, marketing and food preparation, and ability to advise on organizing and directing these processes effectively, efficiently and economically;
- Ability to establish and maintain effective working relationships with program clients and staff;
- Ability to understand and follow complex oral and written instructions;
- Ability to speak clearly and effectively to individuals and to groups;
- The employee's physical and mental condition shall be commensurate with the demands of the position, either with or without reasonable accommodations.

FURTHER INFORMATION AND INSTRUCTIONS

Falsification of any part of the "Application for Employment" will result in disqualification.

Accepted candidates will be notified when and where to appear for the examination. If you do not receive your notice to appear at least three days before the date of the written examination, call Tompkins County Department of Human Resources at 274-5526. If an application is disapproved, due notice will be sent. This department does not make formal acknowledgment of the receipt of an application or take responsibility for non-delivery or postal delay.

Applicants must answer every question on the application form and make sure that the application is complete in all respects. Incomplete applications will be disapproved.

ACTIVE MILITARY PERSONNEL, VETERANS OR DISABLED VETERANS desiring to claim additional credit will request the Veterans Credits application form, at any time between the date of application for examination(s) and the date of the establishment of the resulting eligible list. You must meet the requirements set by NYS for these credits and they may be used only once. **YOU MAY NOT CLAIM ADDITIONAL CREDITS AFTER THE ELIGIBLE LIST HAS BEEN ESTABLISHED. IT IS THE CANDIDATE'S RESPONSIBILITY TO REQUEST THE VETERANS CREDIT APPLICATION FORMS AND TO SUBMIT THESE FORMS AND ANY SUPPORTING PAPERWORK BEFORE THE ELIGIBLE LIST IS ESTABLISHED.**

Tompkins County's written examinations are prepared and rated by the New York State Department of Civil Service in accordance with Section 23-2 of Civil Service Law. The provisions of the New York State Civil Service Rules and Regulations, which deal with the rating and review of the examinations apply.

The duration of the eligible lists may be fixed for a minimum of one and a maximum of four years and may be extended beyond four years if there has been a restriction against the filling of vacancies in that title.

The candidates must complete a separate "Application for Employment" for each open-competitive and/or promotional examination that the candidate is eligible to take.

All experience required meeting the acceptable training and experience is full-time experience. (Part-time experience will be credited on a prorated basis).

Appointment from an eligible list must be made from the top three candidates willing to accept the appointment.

Tompkins County is an Equal Opportunity Employer. As part of its efforts to provide employment opportunities to the physically handicapped, Tompkins County Civil Service has adopted a rule permitting the employment of qualified physically handicapped persons without competitive examination (pursuant to Section 55 of Civil Service Law). If you meet the minimum qualifications for this position and wish to know more about this rule, please contact the Tompkins County Department of Human Resources Office.

Unless otherwise notified, candidates are permitted to use quiet, hand-held, and solar or battery powered calculators. Devices with Typewriter Keyboards, Spell Checkers, Personal Digital Assistants, Address Books, Language Translators, Dictionaries or any similar devices are prohibited. You may not bring books or other reference materials.

CROSS-FILING - APPLYING FOR CIVIL SERVICE EXAMINATIONS IN MULTIPLE JURISDICTIONS WHEN EXAMINATIONS ARE SCHEDULED ON THE SAME DATE: When applying for examinations across multiple jurisdictions - all of which are scheduled on the same day - you must submit a Tompkins County Cross-Filing Form. This form must be submitted no later than 4:30 PM on the final filing date of the examination. On this form, list each examination that you are taking and then tell us where you would like to sit. The purpose is to ensure that all of the test materials for the various examinations that you are taking will be available in one location. If you do not provide the cross-filing form to us by the final filing date, we cannot ensure that we can accommodate your desire to cross-file. If any of the examinations are State level examinations, you must sit at the State test center. You will still need to complete the Tompkins County cross-filing form. If sitting at the State site, the State will notify you of when and where to report for your examination(s) and you should bring all admittance letters to the State site. If you are not taking a State examination, bring all admittance letters to your chosen testing site. If you have any question please call Tompkins County Department of Human Resources Department (607) 274-5526. The Cross File form is located at <http://www.tompkins-co.org/personnel/CivilSrvForms/index.html>

FOR RELIGIOUS ACCOMMODATION AND HANDICAPPED PERSONS: If special arrangements for testing are required, please indicate this on your application.

ALL CANDIDATES FOR EMPLOYMENT FOR POSITIONS IN SCHOOL DISTRICTS AND BOCES GOVERNED BY TOMPKINS COUNTY CIVIL SERVICE MAY HAVE THE FOLLOWING SPECIAL REQUIREMENT. PER CHAPTER 180 OF THE LAWS OF 2000, AND BY REGULATIONS OF THE COMMISSIONER OF EDUCATION, TO BE EMPLOYED IN A POSITION DESIGNATED BY A SCHOOL DISTRICT OR BOCES AS INVOLVING DIRECT CONTACT WITH STUDENTS, A CLEARANCE FOR EMPLOYMENT FROM THE STATE EDUCATION DEPARTMENT IS REQUIRED.

In conformance with Section 85-a of the Civil Service Law, children of firefighters and police officers killed in the line of duties shall be entitled to receive an additional ten points in a competitive examination for original appointment in the same municipality in which his or her parent has served. If you are qualified to participate in this examination and are a child of firefighter or police officer killed in the line of duties in this municipality, please inform this office of this matter when you submit your application for examination. A candidate claiming such credit has a minimum of two months from the application deadline to provide the necessary documentation to verify additional credit eligibility. However, no credit may be added after the eligible list has been established.â

BACKGROUND INVESTIGATION: Applicants may be required to undergo a State and national criminal history background investigation, which will include a fingerprint check, to determine suitability for appointment. Failure to meet the standards for the background investigation may result in disqualification.

TOMPKINS COUNTY PERSONNEL DEPARTMENT, 125 EAST COURT STREET, ITHACA, NY 14850