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| **Job Specification; Sample Content****Dietitian, Clinical Specialist** **<Insert Specialism> (3715)** |
| **The following template provides sample content for the above role.** **Please refer to the latest National Job Specification Template on the HSE Job Specification Repository to create your full and final version.** |
| **Reporting Relationship** | ***For Example:*** The post holder will report to the Dietitian Manager. |
| **Purpose of the Post**  | ***For Example:*** *The Dietitian Clinical Specialist (Insert Specialism) will:** Provide a specialist nutrition and dietetic service for the client population.
* Act as a resource and provide expert opinion, advice and guidance to dietetic colleagues and other healthcare professionals.
* Participate in the development of the strategic direction of the Nutrition & Dietetic service in conjunction with the Dietitian Manager and relevant agencies and stakeholders.
* In conjunction with the Dietitian Manager, develop local policies and care pathways within the specialist area.
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| **Principal Duties and Responsibilities** | ***For Example:*** *The Dietitian, Clinical Specialist (Insert Specialism) will:***Professional*** Identify and prioritise the requirements of the service within a constantly changing environment.
* Ensure professional standards are maintained in accordance with the requirements as set out by CORU <https://coru.ie/files-recognition/standards-of-proficiency-for-dietitians.pdf>
* Have a working knowledge of the Mental Health Commission Judgement Support Framework as they apply to the role for example, Regulation 5 Food and Nutrition and Regulation 6 Food Safety and of the Mental Health Act 2001. [***Delete or include bullet as appropriate***]
* Work in accordance with the principles and values of recovery as described in the National Framework for Recovery for Irish Mental Health Services 2018-2020. [***Delete or include bullet as appropriate***]
* Ensure a high standard of dietetic assessment and management and ensure that professional standards of practice are adhered to. Set and monitor performance standards.
* Keep abreast of research and practice developments in the specialist area. Develop innovative models of dietetic care and service delivery.
* Develop, manage and evaluate the service provided in the designated specialist area.
* Undertake research and develop and maintain high standards of clinical practice within the designated specialist area.
* Provide expert opinion, advice and guidance to dietetic colleagues, medical team members and other health professionals.
* Undertake audit to establish service needs and monitor current service.
* Seek ways to benchmark and assure quality of the dietetic service.

 * Be aware of national policy, guidelines and consultations and in conjunction with the Dietitian Manager, develop local policies and care pathways within the specialist area.
* Actively engage with relevant special interest groups and research-associated bodies, as appropriate.
* Serve on local or national committees to promote nutrition and dietetic practice.
* Ensure the privacy and dignity of the service user is respected at all times.

**Education and Development*** Contribute to a structured process for the education of colleagues, undergraduates and other disciplines in the specialist area.
* Oversee mandatory training within the Dietetic Department.
* Engage with professional disciplines & academic institutions in developing and evaluating educational programmes in dietetics. Contribute, where appropriate, to the implementation and delivery of these programmes. Contribute to the critical assessment of participants undertaking such modules, as deemed appropriate by the institution / discipline.
* Actively participate in a structured continuous professional development (CPD) process and promote the professional and personal development of staff.
* Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.
* Ensure a clinical supervision programme is available to staff.
* Disseminate advanced clinical practice guidelines. Produce current, clear, evidence-based resources for patients and carers and / or health professionals, suitable for use locally and / or nationally.
* Act as a resource, both regionally and nationally in nutritional needs.

**Quality and Risk, Health and Safety Management** * Liaise with line manager and with other departments to ensure safe and effective service delivery consistent with health service management strategies.
* Promote a safe working environment in accordance with Health and Safety legislation.
* Implement agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards.
* Be aware of risk management issues. Adequately identifies, assesses, manages and monitors risk within their area of responsibility.
* Document appropriately and report any adverse incidents, near misses, hazards and accidents in accordance with organisational guidelines.

**Management*** Collaborate with relevant stakeholders in relation to the strategic direction of the service.
* Negotiate strategic plans for service delivery in conjunction with line manager.
* Take responsibility for achieving service delivery targets by monitoring, recording and reporting activity levels.
* Manage day-to-day operations of the service with regard to scheduling and assignment of staff, ensuring seamless delivery of care and equity of workloads between team members.
* Facilitate change where necessary in order to maintain services at an optimal level.
* Be involved in the collection, processing and analysis of data, for research purposes and for use as a national resource.
* Ensure compliance with a high standard of documentation, including service user files in accordance with local guidelines, Freedom of Information (FOI) and General Data Protection Regulation (GDPR).
* Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc.and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
* Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

**The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.**  |
| **Skills, competencies and/or knowledge** | ***For Example:*** *The candidate must demonstrate***Professional Knowledge and Experience***For Example:** Demonstrates an advanced level of clinical knowledge, clinical reasoning skills and evidence based practice appropriate to carrying out the duties and responsibilities of the role in line with relevant legislation and standards.
* Demonstrates an ability to apply specialist knowledge to best practice.
* Demonstrates evidence of having applied / used appropriate assessments and treatments and a knowledge of the implications of outcomes for service users, particularly those with complex needs in the specialist area.
* Participates in research and continuously generate new knowledge and skills
* Demonstrates evidence of computer skills including use of Microsoft Word, Excel, email and PowerPoint systems, as relevant to the role.
* Maximises the use of ICT with a willingness to develop IT skills relevant to the role.

**Planning and Managing Resources***For Example:** Balances clinical work with other research and educational responsibilities.
* Provides flexible interventions to meet the varied needs of individual service users.
* Demonstrates the ability to plan and manage the delivery of an optimum service in an effective and resourceful manner, within a model of person-centred care.
* Demonstrates a high level of initiative, flexibility and adaptability in response to workforce demands.
* Promotes the delivery of a holistic, user-focused approach, which encompasses a multi-professional and inter-professional perspective.

**Managing and Developing (Self and Others)***For Example:** Demonstrates advanced leadership and team skills including the ability to lead by example.
* Demonstrates a commitment to managing and developing self and others in a busy working environment.
* Deals positively and constructively with obstacles and conflict within teams.
* Demonstrates commitment to continuing professional development (CPD) and facilitates staff development by providing support such as; supervising, mentoring, coaching and formal development planning. Develops and/or implements systems to support a CPD culture within the service.

**Commitment to Providing a Quality Service***For Example:** Demonstrates commitment to providing quality results.
* Leads on the design, delivery and implementation of a high quality, person centred service.
* Demonstrates and promotes collaborate working relationships as well as having the ability to work independently and exercise a high degree of professional autonomy.
* Displays awareness and appreciation of service users and the ability to empathise with and treat others with dignity and respect.

**Evaluating Information and Judging Situations***For Example:** Exercises a high degree of professional autonomy in the analysis of highly complex facts or situations that contribute to the implementation of a treatment or management strategy for the service user.
* Uses a broad range of resources to identify key issues that may impact on dietetic practice.
* Critically evaluates and draws sound conclusions from evidence available pertaining to clients and the potential impact of new or altered therapies.
* Evaluates effectiveness and outcome of any new or altered therapies implemented and revises practice based on results.

**Communication and Interpersonal Skills***For example:** Displays effective communication skills (written & verbal) e.g. presents written information in a clear, concise and well-structured manner / communicates complex information by tailoring the communication method and the message to match the needs of the audience.
* Demonstrates sound interpersonal skills including the ability to collaborate effectively with a wide range of people, colleagues, families, carers etc.
* Demonstrates sensitivity, diplomacy and tact when dealing with others and is patient and tolerant when dealing with conflict or negative attitudes from others.
* Demonstrates strong negotiation skills, remains firm but flexible when putting forward a point of view.
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