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| **Job Specification; Sample Content****Dietitian, Senior (3395)** |
| **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 holderwill report to the Dietitian Manager. |
| **Purpose of the Post**  | ***For Example:*** To develop and provide a nutrition and dietetic service to the client population according to identified and prioritised needs and for the support / delivery of health promotion initiatives.  |
| **Principal Duties and Responsibilities** | ***For Example:*** *The Dietitian, Senior will:***Professional / Clinical*** Ensure professional standards are maintained in accordance with the requirements as set out by the CORU <https://coru.ie/files-recognition/standards-of-proficiency-for-dietitians.pdf>
* Work within own scope of professional competence in line with principles of best practice, professional conduct and clinical governance.
* 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***]
* Keep up to date with scientific research findings and current practices and identify and update relevant measures in response to these findings, as designated by Dietitian Manager or designated Clinical Specialist.
* Plan and deliver the organisation, provision and evaluation of the Nutrition & Dietetic service to clients within their designated area.
* Prioritise and manage a client caseload according to the needs of the service.
* Develop, implement and monitor a plan of care, based on assessment of the service users’ nutritional needs.
* Advise and liaise closely with the family / carers in the practical aspects of the agreed plan.
* Liaise with catering staff regarding the provision of therapeutic diets as relevant.
* Liaise with the multidisciplinary team and healthcare colleagues in other services / settings, as appropriate.
* Participate in multidisciplinary meetings, case conferences and clinical meetings as required.
* Initiate and / or participate in initiatives that enhance the standard of care to service users.
* Provide line management supervision to assigned Staff Grade Dietitians / appropriate others.
* Know the limits of own practice and when to seek advice / refer to another health professional.

**Education and Training*** Maintain professional knowledge and competence in relation to scientific research and practice through continuous professional development initiatives, attendance at mandatory training programmes etc.
* Provide expertise in the area of nutrition to colleagues.
* Provide evidence-based nutrition training to healthcare professionals / colleagues as appropriate.
* Participate in the development and evaluation of nutrition education resource material.
* Participate within the professional and clinical supervision structure, be open to reflective practice.
* Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.
* Provide induction and mentoring to professional colleagues.
* Manage, participate and play a key role in the practice education of student Dietitians.

**Quality and Risk, Health and Safety Management*** Comply with and contribute to the development of policies, procedures and safe professional practice and adhere to relevant legislation, regulations and standards.
* Participate in audit, research and other quality improvement projects that maintain and seek to improve the quality of service deliver.
* Work in a safe manner with due care and attention to the safety of self and others.
* Be aware of risk management issues. Adequately identifies, assesses, manages and monitors risk within their area of responsibility.
* Report any adverse incidents or near misses.
* Adhere to HSE policies in relation to the procurement, care and safety of any equipment supplied for the fulfilment of duty.
* 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.

**Administrative*** Contribute to policy development, performance monitoring, and business planning and budgetary control as advised by the Dietitian Manager or designated other person.
* Ensure the ongoing review of existing resources and develop and evaluate new resources to support the needs of the target audience.
* Contribute to the development, implementation and evaluation of standards and policies.
* Support the delivery on of key performance indicators.
* Ensure the maintenance of appropriate records in accordance with organisational, departmental and professional requirements.
* Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways, and share care arrangements.
* Maintain professional standards with regard to patient and data confidentiality e.g. FOI & GDPR.
* Prepare progress reports / statistics as required and in line with agreed templates / business plans.
* Promote a culture that values equality, diversity and respect in the work place.
* Keep up to date with organisational developments within the Irish Health Service.
* Deputise for the Dietitian Manager if required.

**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:** A high level of clinical knowledge and evidence based practice to carry out duties and responsibilities of the role.
* Knowledge of the various theoretical models and approaches that apply in current practice.
* Knowledge of a range of appropriate interventions relevant to the client group and an ability to apply knowledge to best practice.
* Demonstrates a commitment to promoting evidence based practice and research.
* The knowledge, abilities and clinical skills required to provide safe, efficient and effective service in the area of practice.
* Knowledge of the role of health promotion and the importance of preventative health care.
* Demonstrate evidence of computer skills including use of Microsoft Word, Excel, and 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:** Demonstrates the ability to plan activities and co-ordinate resources to ensure value for money and maximum benefit for the organisation.
* Demonstrates an ability to manage deadlines and effectively handle multiple tasks.
* Is flexible and adaptable; prioritises the most important tasks on an ongoing basis.
* Demonstrates strong motivation and an innovative approach to overcoming resource limitations and to developing and managing the clinical functions of the post.

**Managing and Developing (Self and Others)***For Example:** Demonstrates the ability to work independently as well as part of multidisciplinary teams.
* Adapts leadership style to suit the demands of the situation and the people involved.
* Demonstrates team management skills; delegates appropriately and reviews the work of the team to ensure its quality and accuracy.
* Demonstrates a commitment to continuing professional development and facilitates staff development by providing support such as supervision, mentoring, coaching and development planning.

**Commitment to Providing a Quality Service***For Example:** Demonstrates a commitment to providing a quality service.
* Has a knowledge and understanding of the concerns and needs of the service-user population.
* Has the ability to empathise with and treat service users, relatives and colleagues with dignity and respect.
* Demonstrates flexibility and openness to change.

**Evaluating Information and Judging Situations***For Example:** Formulates, articulates and demonstrates sound clinical reasoning, synthesises and analyses information available.
* An ability to effectively evaluate information, problem solve and make effective decisions.
* The ability to make decisions in a transparent manner by involving and empowering others where appropriate.
* The ability to explain the rationale behind decisions confidently when faced with opposing or competing demands.

**Communication and Interpersonal Skills***For Example:** Effective communication skills (written and verbal). Tailors the communication method and the message to match the needs of the audience.
* Effective interpersonal skills. Demonstrates sensitivity, diplomacy and tact when dealing with others. Is patient and tolerant when dealing with conflict or negative attitudes from others.
* Maintains a professional relationship in all communications, treating others with dignity and respect.
* Strong negotiation skills, remains firm but flexible when putting forward a point of view.
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