

## EMPLOYMENT CRITERIA / PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

<b>Post Title</b>	<b>Specialist Dietitian (rotational)</b>	<b>Directorate/Department</b>	<b>Dietetics/Speech and Language Therapy, Clinical Support Services</b>
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People with disabilities may apply for this post. Please specify in the box below if there are any physical or mental impairments/disabilities which may prevent performance of this post to an acceptable level. (Hiring managers may be asked what arrangements – if any, can be made to overcome disability i.e. provision of equipment or changes to the physical working environment / job tasks.)

### Assessment Method Key

(Note for candidates: This is not an exhaustive list and if you have any questions about the assessment methods listed, please contact the team member named on the job advert.)

<b>Interview</b>	These criteria will be assessed during an interview, should you be shortlisted.
<b>Application</b>	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
<b>Presentation</b>	During an interview you may be asked to produce a presentation, this is when these criteria will be assessed.

### Physical requirements of the post

Requirements	Assessment Method	Essential	Desirable
Health and physical abilities sufficient for the post (if necessary with reasonable adjustments with respect to the Equality Act/Disability Discrimination Act).	Interview - references	X	

### Qualifications / training required

Requirements	Assessment Method	Essential	Desirable
1. Degree or equivalent in Nutrition & Dietetics 2. Registration (RD) with HCPC as a dietitian 3. Evidence of commitment to relevant ongoing CPD	Application / Interview	x	

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and training and development in relevant areas			
4. Member of BDA and relevant specialist groups 5. PENG course (BDA) or similar nutrition support course 6. Clinical supervisory skills course			x
<b>Previous or relevant experience necessary</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
7. Evidence of relevant dietetic knowledge and expertise; must have recent experience working as a dietitian demonstrating this. 8. Experience of teaching/presentations and public speaking. 9. Experience of multi-professional team working 10. IT and Keyboard skills e.g. Microsoft Word, dietary analysis 11. Experience and involvement with dietetic student training 12. Experience of audit / project work	Application / Interview / References	x	
13. Evidence of clinical experience in nutrition support 14. Experience mentoring or supervising dietetic assistants or junior staff			x
<b>Aptitudes and skills required</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
15. Ability to communicate complex information fluently, confidently and effectively to a diverse range of people: e.g., with patients, carers, managers, other health care professionals and senior medical staff within UHS 16. Ability to demonstrate a practical and sensitive approach and flexibility in working style when	Application / Interview / References	x	

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applying clinical judgement to complex clinical issues e.g. ethical issues 17. Ability to create rapport and professionally manage relationships with patients and the emotional challenges this presents. 18. Works well alone as well as part of a team. 19. Ability to have a holistic approach to treatment. 20. Ability to cope with unpredictable events and varying clinical and non-clinical work pressures; independently plan and prioritise own workload; manages own time and meets deadlines 21. High standard of literacy and numeracy. 22. Excellent oral and written communication skills			
<b>Special requirements of the post</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Ability to cover "out of hours" commitments on agreed occasions	Interview / application	x	
<b>Values and behaviours</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> <li>Patients First</li> <li>Always Improving</li> <li>Working Together</li> </ul>	Application and Interview	X	