

Person Specification

Job Title: Clinical Specialist

Directorate/Department: Clinical Support/Therapy Services

Band: 8a Clinical Specialist Dietitian

Criteria	<ul style="list-style-type: none"> Essential 	Desirable	Stage Measured at A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	<ul style="list-style-type: none"> Must be able to demonstrate behaviours consistent with the Trust's "We are here for you" behavioural standards 		A, I

Training & Qualifications	<ul style="list-style-type: none"> • BSc Hons in Dietetics, or MSC or equivalent • Full HCPC registration • Recognised post-graduate training relevant to specialty preferably including research skills to a Master's level • Evidence of maintaining professional competence through CPD • Knowledge of National, Trust and Departmental policies, procedures and guidelines • 	<p>Member of the British Dietetic Association and the Specialist BDA Group</p> <p>Non-medical prescribing course or willing to undertake this</p>	A
Experience	<ul style="list-style-type: none"> • Require highly advanced / theoretical / practical knowledge and clinical reasoning skills for specialist area • Experience of working in a consultant clinic • Able to demonstrate the 4 AHP pillars: <ul style="list-style-type: none"> ○ Clinical effectiveness ○ Leadership ○ Teaching and education at undergraduate and postgraduate level ○ Service development and research 	<ul style="list-style-type: none"> • Experience of working with other clinical area within dietetics (i.e. gastroenterology, complex patients, critical care) 	A, I
Communication and relationship skills	<ul style="list-style-type: none"> • Able to communicate highly complex information which may be sensitive or contentious to all concerned where there may be barriers to understanding e.g. , psychosocial issues language barriers, speech problems, learning difficulties or where English is not the first language. • Able to communicate effectively establishing and maintaining relationships • Able to utilise persuasion, negotiation and reassurance skills to ensure agreement and co-operation • To feedback constructive criticism with tact and diplomacy • Ability to communicate and present highly complex information effectively, in written and verbal formats to individuals or large groups of 	<ul style="list-style-type: none"> • Behavioural change training 	A, I

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	<ul style="list-style-type: none"> more than 20 people • Ability to motivate, train and teach own and other disciplines of staff • Able to influence Senior medical consultants, GP's and Commissioners 		
Analytical and Judgement skills	<ul style="list-style-type: none"> • Ability to analyse, interpret and compare information e.g. interpreting blood results / recognising the clinical need for referring for investigation, or refer back to the consultant. • Ability to assess, formulate a dietetic and nutritional diagnosis and plan patient management, using highly specialist clinical reasoning skills and a wide range of treatment options • Ability to provide an expert 'second opinion' to patients with highly complex clinical conditions. • Ability to assess and manage risk in relation to patient care and working environment • Ability to critically appraise research literature and together with the team, implement evidence based practice in order to deliver an effective service. • To evaluate own clinical interventions and that of the team • Provide critical evaluation of service delivery and facilitate necessary change • Ability to allocate limited resources in accordance with changing needs 		A, I

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Planning and organisation skills	<ul style="list-style-type: none"> • Ability to plan and prioritise own workload, by using planning, organisational and time management. This requires flexibility to work over a number of different settings • Ability to delegate effectively • To contribute to the overall service delivery with the multidisciplinary team in own work section/ department/ directorate. • To develop and evaluate the dietetic service in relation to Trust objectives and National guidelines. 		I
Physical skills	<ul style="list-style-type: none"> • Basic keyboard skills. • Ability to conduct anthropometric measurements 		I
Other requirements specific to the role (e.g. be able to drive or work shifts)	<ul style="list-style-type: none"> • Willing to work cross campus 		A

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