

## Person specification (AFC: JM062/24)

<b>Post</b>	<b>Lead Dietitian, Food First</b>	<b>Band</b>	<b>7</b>
<b>Dept/ward</b>	Nutrition & Dietetics, Therapy Services		

Essential = E Desirable = D		E or D	Application form	Inter view
<b>Milton Keynes Hospital Standards</b>	Demonstrable ability to: <ul style="list-style-type: none"> <li>• Treat everyone with Respect, courtesy and kindness</li> <li>• Provide timely care and attention</li> <li>• Listen, inform and explain</li> <li>• Involve you as part of the team and work together</li> <li>• Be reassuringly professional</li> <li>• Provide and maintain a clean and comfortable environment</li> </ul>	E	A	I
<b>Qualifications and knowledge</b>	<ul style="list-style-type: none"> <li>• Registered as a Dietitian with Health and Care Professions Council (HCPC)</li> <li>• Evidence of a range of specialist continuing professional development</li> <li>• Member of relevant specialist interest group (Relevant to area of specialty)</li> <li>• Student Supervisory Skills training</li> <li>• Membership of relevant professional association i.e. British Dietetic Association (BDA)</li> <li>• Level 7 Qualification in Nutrition Support or equivalent experience</li> <li>• Management or leadership training or qualification</li> <li>• Awareness of NHS and Trust systems, policies, procedures and current changes</li> <li>• Sound therapeutic and clinical knowledge</li> </ul>	E  E  E  E D  E D  E  E	A	I          I

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	<ul style="list-style-type: none"> <li>Ability to demonstrate knowledge and awareness of national guidelines relevant to specialist area</li> <li>Ability to demonstrate knowledge of evidence based clinical practice for a range of conditions relevant to area of speciality</li> </ul>	E  E	A	I  I
<b>Experience</b>	<ul style="list-style-type: none"> <li>Significant experience in applying Therapeutic process to include assessment, interpretation, individual care planning, motivation, monitoring and evaluation of highly specialised treatment in area of speciality</li> <li>Experience of working with patients in relevant specialist area</li> <li>Active member of multi-disciplinary team (MDT) including liaison with clinical specialists, GP, specialist nurses, community teams etc</li> <li>Supervision, appraisal and training of junior members of staff and students</li> <li>Ability to autonomously manage a caseload of highly complex patients</li> <li>Ability to undertake projects within specialist area e.g. using NICE guidance, benchmarking and clinical audit</li> <li>Ability to lead and participate in departmental audits and review of Trust Policy</li> <li>Proven leadership experience in relevant clinical specialty or similar clinical field</li> <li>Experience in service development /improvement, including project planning from objective setting to evaluating outcomes.</li> </ul>	E  E E E E E E E E	A	I

Essential = E Desirable = D		E or D	Application form	Inter view
	<ul style="list-style-type: none"> <li>• Experience of organising and providing training for other health professionals</li> <li>• Experience of developing and implementing clinical guidance</li> <li>• Knowledge and understanding of wider issues facing the NHS</li> <li>• Understanding of national strategies and policies relating to nutrition, health and social care as relevant to the post.</li> </ul>	E  E  E  E	A	I
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Proven time management skills</li> <li>• Ability to remain flexible when organising and prioritising own clinical and non-clinical caseload</li> <li>• High level of written and verbal communication including report writing skills</li> <li>• Advanced skills in the assessment and treatment of patients in relevant clinical area</li> <li>• Ability to present and teach information to junior and assistant staff and students as part of an inservice programme</li> <li>• Ability to maintain accurate, comprehensive, and up to date documentation, in line with legal and Trust standards.</li> <li>• Ability to appropriately apply a range of treatment approaches</li> <li>• Ability to problem-solve and to demonstrate clinical reasoning based on experience and knowledge.</li> <li>• Skills in planning, delivering and evaluating dietetic services.</li> <li>• Ability to work with and understand complex data sets to support evaluation and service development.</li> </ul>	E E  E  E  E  E  E  E  E  D	A	I

Essential = E Desirable = D		E or D	Application form	Inter view
<b>Personal and people development</b>	<ul style="list-style-type: none"> <li>• Experience of managing and developing junior and assistant staff</li> <li>• Experience of using HR policy and procedure including sickness absences and performance management</li> <li>• Knowledge of change management principles</li> </ul>	E  D  D	A	I
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal skills and the ability to influence others</li> <li>• Competent in the use of IT including proficiency with emails</li> <li>• Ability to deliver sensitive information in a tactful and empathetic manner</li> </ul>	E  E  E	A	I
<b>Specific requirements</b>	<ul style="list-style-type: none"> <li>• Able to perform the duties of the post with reasonable aids and adaptations</li> <li>• Car driver with valid licence and access to car for travelling across Milton Keynes to visit patients or to other bases.</li> <li>• Willing to work flexible hours on occasion.</li> <li>• Willing to work from home some of the time / at various sites across MK.</li> </ul>	E  E  D  E	A	I