

Role description

Role title:	Dietitian- Senior
Level of accountability:	Team Member
Mater Ministry:	Mater Health
Service Stream/Department:	Dietetics and Foodservices
Manager role title:	Team Leader, Dietetics
Date created/Reviewed:	20/12/2019

Role purpose

The purpose of the role is to:

1. Deliver high level evidence based Nutrition and Dietetic clinical services of a complex and varied nature within the Department of Dietetics and Food services and as a member of multidisciplinary teams to patients across Mater Health.
2. Be responsible for the service delivery across one or more clinical areas within the stream structure to ensure professional standards, quality, evidence based clinical procedures, improvement and service development activities and outcomes, under the guidance of a more senior clinician.

Behavioural standards

This role requires the incumbent to adhere to the Mater behavioural standards including the Mater Mission, Values, Code of Conduct, Mater Credo as well as any other relevant professional and behavioural standards, translating these into everyday behaviour and actions, and holding self and others to account for these standards.

Accountabilities

Mater requires every Mater Person to understand and deliver on a series of accountabilities that are linked to the Mater strategy, described in the table overleaf. Each Mater Person is held accountable for his or own behaviour, performance and development, and for contribution to five strategic objectives: Safety, Experience, Quality, Efficiency and Financial Viability. In addition, Mater managers and leaders are accountable to different extents for clinical outcomes, service and operational outcomes, financial outcomes, compliance and risk, interprofessional leadership and management of performance and accountability. This role of is responsible for fulfilling the following accountabilities:

In this role	
Role requirements	Is clear on the behaviour, tasks and accountabilities that are associated with the role, fulfils mandatory and professional competency requirements, contributes to own performance development planning, proactively seeks feedback, carries out individual development plan and actively contributes to own team/s
As a Mater person	
Safety	Every decision and every action taken has safety as its guiding principle.
Experience	Consistently seeks to meet or exceed each and every person's service expectations, each and every time through the provision of differentiated customer service.
Quality	Consistently seeks to continuously improve the quality of our service, through contributing to delivering evidence based low variability healthcare
Efficiency	Seeks opportunities to deliver services for more people within existing resources, which means being innovative and focussed, and demonstrating strong stewardship of our finite resources.
Future viability	Consistently seeks to improve, innovate and evolve, through looking for new trends and opportunities which will ensure Mater can meet the challenges of the future by making sensible decisions today.

Role specific expectations

Clinical Practice:

- Manage an allocated clinical workload to deliver a high level Nutrition and Dietetic services to patients across Mater Group and across the continuum of care, within a multidisciplinary team environment, in accordance with professional and ethical standards
- Undertake high level Nutrition and Dietetic duties within the work unit, applying independent professional judgement to a complex caseload and adapting routine clinical practice based on valid and reliable evidence, with infrequent need for direct clinical practice supervision.
- Identify and contribute to the development of evidence based clinical practice, procedures, protocols and education materials at a local and state-wide level to improve the delivery of Nutrition and Dietetic services and support the continuum of care and the provision of a multi-disciplinary health service.
- Initiate and actively contribute to clinical research activities and/or translating research in to practice and have demonstrable outcomes.

Communication / Team Participation

- Provide general clinical advice regarding the operational processes and evidence based service delivery standards of the work team/s to senior managers and other relevant stakeholders.
- Develop clinical practice knowledge and expertise through actively engaging in professional development activities and participating in local professional development, and local/ state-wide/ national workshops or conferences and participating in the DAA APD program and Mater performance appraisal and development plans.
- Represent Mater on relevant local and state-wide networks, committees and professional groups as appropriate and requested by manager.
- Apply high level communication skills with patients, colleagues and other stakeholders.

Leadership / Work Unit Management:

- Provide clinical advice and direction to a team of Dietitians delivering evidence based clinical services across clinical areas within the stream structure including monitoring and reporting on clinical practices, outcomes and activities that may lead to the identification and implementation of service improvement initiatives that enhance the delivery of Dietetic services and patient outcomes, under the direction of manager.
- Possess a broad understanding of the continuum of care and the organisational provision of multidisciplinary health services and contribute to the development of policies, procedures and plans for the work team that are consistent with the achievement of Dietetic service delivery objectives.
- Provide clinical education and supervision including lectures/ tutorials and assessment of students, and clinical practice supervision and performance development plans to less experienced practitioners, to ensure the maintenance of professional clinical standards for Nutrition and Dietetics.

Qualifications

Essential

- The successful applicant must possess tertiary qualifications in Nutrition and Dietetics and have Accredited Practising Dietitian (APD) status (or Provisional APD status as appropriate).

Clinical / technical competencies

Clinical Expertise

- Demonstrated high level of knowledge, expertise and skill in one or more areas of Nutrition and Dietetics.

Leadership

- Demonstrated ability to initiate, plan and evaluate evidence based service improvement initiatives and /or research activities and provide clinical supervision and performance development to less experienced Dietetic staff within your service stream/ team.

Clinical Ability

- Demonstrated ability to provide clinical services of a complex nature, where established principles, procedures and methods require some expansion, adaptation or modification.

Communication/ Team Participation

- Demonstrated ability to provide advice to professional supervisors, managers and other senior clinicians regarding evidence based service delivery and improvement opportunities.

Capabilities

		Required proficiency for role ¹				
Mater's core capabilities	Elements	Foundation (Team Member)	Proficient (Team Leader)	Skilled (Manager)	Expert (Director)	Mastery (Executive)
Building high-performance interprofessional teams: Builds high performance interprofessional teams by developing talent and building trust	Vision and direction Implementation of strategy Interprofessional practice and education Team leadership Team development Identifying and nurturing talent Building trust		✓			
Accountability: Role models respectful accountability, effectively holds self and others to account through constructive feedback and dialogue	Holding to account Feedback and dialogue Drive for results		✓			
Learning Agility: Is comfortable with complexity and ambiguity, rapidly learns and applies new skills and is successful in first time challenging situations	Comfort with ambiguity Applies learning to achieve success in challenging first-time situations Critical thinking		✓			
Enacting behavioural change: Skilled at enacting sustainable behavioural change in people (through workflows, habits and clinical practice) to achieve improvements	Influencing perception Generating emotional responses (tempered by rational responses) Shaping behavioural decision making Mobilising and sustaining behaviour change		✓			

¹ Proficiency descriptors

- **Foundation:** demonstrates application of capabilities for performing core requirements of the role **and**
- **Proficient:** demonstrates application of capabilities to others in team **and**
- **Skilled:** developed capability in others in a proactive and structured manner **and**
- **Expert:** mobilises collective capability across teams **and**
- **Mastery:** is a role model within and outside the organisation and expertise as a leader in field is sought out