

Person Specification

Job Title:	Highly Specialist Dietitian	Division/Department:	Therapies / D&CS	Band:	Band 7
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Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's "We are here for you" behavioural standards		Interview
Training & Qualifications	Diploma of degree in relevant qualification Health and Care Professional Council registration Able to maintain a professional portfolio for CPD, recording learning outcomes through participation in internal and external development opportunities Evidence of post registration education in specialist clinical areas		A, I

<p>Experience</p>	<p>Wide ranging and extensive experience of working within specialist area.</p> <p>Knowledge of management processes to be able to provide 1st line management.</p> <p>Experience of delegating to and supervising other members of the team.</p> <p>Able to plan and deliver clinical education about theory and practice to individuals, team and the wider MDT (including students).</p> <p>Knowledge of current best practice within a clinical specialty.</p> <p>Knowledge of national and local standards and national guidelines.</p> <p>Basic IT and computer skills and have the ability to learn how to use specific software.</p> <p>Able to undertake evidence based audit of own practice and the practice of other staff within a specific clinical area.</p> <p>Able to evaluate current research and make recommendations for change in practice and implement these changes.</p>		<p>A, I</p>
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<p>Communication and Relationship skills</p>	<p>Excellent written and verbal communication skills.</p> <p>Able to discuss treatment options and recommend best course of intervention to patients and carers using negotiating, persuasive, motivational and reassurance skills.</p> <p>Be able to effectively use a range of communication skills with patients to progress treatment plans.</p> <p>Able to adapt approach in order to respect individuality, values, cultural and religious diversity of patients.</p> <p>Able to understand team dynamics and adapt approach to achieve the best outcome for patients.</p> <p>Able to handle confidential information from colleagues, patients and carers with sensitivity.</p> <p>Communicate complex patient related information effectively to ensure collaborate working with MDT colleagues across health & social care sectors.</p> <p>Able to present clinical information to health professions at National Conference level or equivalent.</p>		<p>A, I</p>
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<p>Analytical and Judgement Skills</p>	<p>Able to reflect and critically appraise own performance and the performance of other staff.</p> <p>Risk assessment skills for the safe management and discharge of very complex patients.</p> <p>Analyse information from clinical assessments and make judgements about appropriate interventions for highly complex patients.</p> <p>Use reasoning skills and knowledge of a range of treatment options to formulate and deliver specialist treatment programmes.</p> <p>Able to make decisions about the treatment needs of highly complex patients.</p> <p>Able to make decisions about the allocation of a caseload to a team of staff.</p> <p>Able to make judgements about the prioritising of caseloads when demand exceeds capacity and to re-allocate staffing resources.</p> <p>Lead on the development of improvements in service delivery and clinical practice using evidence based practice to recommend changes.</p> <p>Understands responsibility of self and others for clinical and cost effective use of resources.</p> <p>Able to record and use relevant information in daily work including computer data entry of patient and other information and support other member so the team in doing so.</p>		<p>A, I</p>
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Planning and organisation skills	<p>Able to plan the delivery of a service for a specialist area where there is variable capacity and fluctuating demand.</p> <p>Able to organise and plan the activity of staff and self.</p> <p>Able to organise, plan and chair meetings.</p> <p>Able to lead in the development, review and implementation of relevant policies and service development, recognising and responding to wider strategic concerns.</p>		A, I
Physical skills	<p>Able to use and / or manoeuvre a range of medical devices including, for example, handling / assistive and anthropometric equipment if applicable.</p>		A, I
Other requirements specific to the role (e.g. be able to work shifts/on call)	<p>Undertake out of hours duties as required</p> <p>Able to travel to required areas within and beyond the Trust</p>		A, I