RECRUITMENT AND SELECTION STANDARDS

PERSON SPECIFICATION FORM

Post Title/Grade:Band 5 Dietitian Date: May 2022

Department/Ward: Health & Social Care Partnership, Preventative and Primary Care Services

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|  | **ESSENTIAL** | **DESIRABLE** | **MEASURE** |
| **Registration** | * HCPC Registration as a Dietitian | * BDA membership | HCPC Website |
| **Qualifications and**  **Training** | * Educated to degree level or Masters | * Experience of working in a health or social care setting * Post-registration training in appropriate clinical areas * Evidence of continuing professional development. * Dietetic specific training in * Cognitive behavioural skills * Good Conversations * Clinical Supervisory Skills | Interview  Application Form  Certification  CPD Portfolio |
| **Knowledge and Experience** | * Knowledge of best practice and competencies for the clinical areas of this post * Understanding of inpatient, outpatient and community Dietetic service provisions. * Awareness of national drivers | * Clinical Supervision of students * Aware of safeguarding issues and how to escalate appropriately * Some experience of working in a specialist area * Aware of protocols and clinical guidelines relevant to the clinical area * Participating in PDP/TURAS for self * Knowledge of relevant community projects and health inequalities * Knowledge of improvement methodologies. | Interview  Application Form |

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|  | **ESSENTIAL** | **DESIRABLE** | **MEASURE** |
| **Skills** | * Two way communication skills for working with patients, staff /carers & families. Able to use a variety of teaching methods * A higher level of English language competency and communication skills necessary to perform this role safely and effectively. * Organisational skills e.g. plan and prioritise own workload * Maintain accurate clinical records in compliance with the HCPC and BDA standards * Able to use IT packages appropriately e.g. Word, Excel, PowerPoint, Outlook to manage diary and emails effectively | * Knowledge of patient information systems e.g. TIARA, TRAK * Small audit and appropriate reporting * Contributes to service development * Well presented application form e.g. clear and fluent, few spelling errors (<3) * Presentation skills * Working with other members of the multi-disciplinary team | Interview  Application Form  Certification |
| **Aptitude** | * Professionally accountable for all aspects of own work * Highly motivated * Committed to ongoing professional development * Ability to work independently, use own initiative and ask for help appropriate to role | * Demonstrate ethics, values and personal qualities / behaviours consistent with the vision, culture and values of NHS Fife. ​​​​​​​ | Interview  Application Form  Certification  Continuing Professional Development (CPD)  References |
| **Other**  **e.g. Team Player, Be able to travel** | * Reliable * Team player, works well with others * Able to work flexibly e.g. days/ times * Ability to travel Integrated Preventative and Primary Care Services during the working day. * Adaptable * Demonstrate ethics, values and personal qualities / behaviours consistent with the vision, culture and values of NHS Fife. | * Basic food hygiene certificate if applicable | Interview  Application Form  Certification  References |