RECRUITMENT AND SELECTION STANDARDS

PERSON SPECIFICATION FORM

Post Title/Grade**:** Band 6 Specialist Dietitian Date: May 2022

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

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|  | **ESSENTIAL** | **DESIRABLE** | **MEASURE** |
| **Registration** | * HCPC Registration as a Dietitian | * BDA membership | HCPC Website |
| **Qualificationsand**  **Training** | * Educated to degree level or Masters * Post-registration training in appropriate clinical areas or working towards this. * Clinical Supervisory Skills course * Evidence of continuing professional development in clinical fields. | * Relevant BDA Group membership * Leadership skills training course * Dietetic specific training in * Cognitive behavioural skills * Good Conversations * 1st line management training | Interview  Application Form  Certification  CPD Portfolio |
| **Knowledge and Experience** | * Knowledge and specialist competencies equivalent to demands of this post. * Knowledge of best practice within the specialist areas covered * Understanding of inpatient, outpatient and community Dietetic service provisions. * Awareness of relevant national and local drivers * Aware of safeguarding issues and able to recognise, deal with and escalate appropriately * Evidence of supporting more junior staff with complex cases, delivering person-centred care * Student training experience, including contribution to planning & implementation of programmes * Clinical Supervision of Dietetic and support staff | * 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 * Some involvement in Recruitment & Selection * 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. * Well presented application form e.g. clear and fluent, few spelling errors (<3) * Organisational skills e.g. plan and prioritise own workload and time management * Supervision of student Dietitians * Working with other members of the multi-disciplinary team * Presentation skills- clinical * Maintain accurate clinical records in compliance with the HCPC and BDA standards | * Knowledge of patient information systems e.g. TIARA, TRAK * Small audit and appropriate reporting * Contributes to service development | Interview  Application Form  Certification |
| **Skills (continued)** | * Teaching skills e.g. training groups (other health professionals/ public) * Able to use IT packages appropriately e.g. Word, Excel, PowerPoint, Outlook to manage diary and emails effectively |  |  |
| **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 * Being able to react and respond quickly and appropriately. * Self aware with an ability to reflect |  | 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 |