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
 | InterviewApplication FormCertificationCPD 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.
 | InterviewApplication 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
 | InterviewApplication FormCertification |
| **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
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| **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
 |  | InterviewApplication FormCertificationContinuing 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
 | InterviewApplication FormCertificationReferences |