

*The CRC delivers a range of services to children and adults with disabilities both nationally and locally through our centres in Dublin, Limerick and Waterford and our Outreach Services. The mission of the CRC is that by working together we make a positive difference to the lives of people with disabilities, their families and carers. Our vision is that people with disabilities achieve their potential and live full lives as equal and valued citizens.*



## Senior Dietitian

### Based in CRC Lead Agency Children's Disability Network Team, Waterford

The CRC Children's Disability Network Teams (CDNT) will be providing intervention to children from the age of 0-18 years, presenting with complex developmental needs requiring inter-disciplinary intervention. Our services are based upon a Family Centered Practice Model in line with the Progressing Disability Services. The CRC is the Lead Agency for the CDNT based in Waterford South City. This is an exciting opportunity to work as part of a dynamic, interdisciplinary team.

We currently have the following vacancy on our team:

- **Permanent Post - 35 hours per week**

The successful candidate will have the following **essential** requirements;

- Possess a recognised degree or equivalent that is approved by the Dietitians Registration Board of CORU and registered/ or eligible for registration with CORU
- Three years post qualification experience
- Experience in paediatric dietetics
- Flexibility and teamwork skills which are key to this role.
- Excellent communication, initiative and time management skills

**Desirable** requirements:

- Experience of working in the area of disability
- Evidence of CPD relevant to this role
- Full driver's license and access to car

### Benefits:

As an employee of the Central Remedial Clinic, you will have access to a wide range of benefits, including:

- Regular structured supervision
- Extensive training and CPD opportunities.
- In-house in-services; access to regular education delivered by our national specialist services.
- Opportunities to access post-graduate training funding.
- Paid maternity/paternity/adoptive leave.
- Pension scheme and entitlements in line with HSE.
- Opportunity to work within a progressive disability-focused organisation.
- Department of Health Salary Scales apply.

It must be clearly demonstrated in your CV and supporting statement how you meet the required skills, competencies and knowledge for the post.

*Informal enquiries to Damhnait Ní Mhurchú, CDNT Manager Waterford, phone (051) 312689*

Letter of application with CV by email to [recruit@crc.ie](mailto:recruit@crc.ie) Please quote Job Reference as above: **CRC134/33**

Applications must be received on or before **5.00 p.m. on 20<sup>th</sup> October 2022.**

**Interviews will be held on November 3rd.**

*A panel may be created from this campaign from which current and future permanent, specified purpose, whole-time and part-time posts in CRC Waterford may be filled.*



## Central Remedial Clinic

### Job Description

Job Title and Grade	<b>Permanent 1 WTE Senior Dietitian, 35 hours per week</b>
Location	<b>Based in CRC Lead Agency Children's Disability Network Teams.</b> The Children's Disability Network Team (CDNT) is based in the CRC building in Waterford. The post holder may occasionally have to travel to other sites, in accordance with service needs.
Details of Service	CRC CDNTs provide intervention to children from the age of 0-18 years, presenting with complex developmental needs requiring inter-disciplinary intervention. Our services are based upon a Family Centred Practice Model in line with the Progressing Disability Services. The senior dietitian will provide a family-centred and quality-driven nutrition and dietetic service within an interdisciplinary team context, and within established professional standards, guidelines and policy, for children attending CRC CDNT Waterford
Reporting Relationship	The post holder will report to the Children's Disability Network Manager (CDNM)
Key working Relationship	The post holder will: <ul style="list-style-type: none"> <li>• Work closely with CRC management, with the CDNM and the CRC Dietitian Manager.</li> <li>• Work with clients of CRC CDNT, their families and carers.</li> <li>• Work with other CDNT members, and with CRC Specialist Services as required</li> <li>• Collaborate with colleagues locally and nationally as required, to ensure coordinated and integrated service provision.</li> <li>• Liaise with and build good working relations with health service and disability service providers and other external agencies.</li> </ul>
Purpose of Post	<ul style="list-style-type: none"> <li>• Be responsible for the provision of a high quality effective nutrition and dietetic service in accordance with standards of professional practice, for children with complex needs, attending services in CRC CDNT Waterford</li> <li>• Work with the CDNM, the Dietitian Manager, and other team members, in coordinating and</li> </ul>

	<p>developing a quality, client centred service to meet the needs of the population it serves in line with the objectives of the organisation.</p> <ul style="list-style-type: none"> <li>• Carry out clinical, professional and educational duties as required.</li> <li>• Have safeguarding responsibilities as outlined under Children’s First National Policy</li> </ul>
Principles Duties and Responsibilities	<p>Clinical:</p> <ul style="list-style-type: none"> <li>• Be responsible for the organisation, provision and evaluation of Nutrition and Dietetic Services, to clients of the CDNT</li> <li>• Devise, implement and monitor appropriate nutritional care plans so that clients are assessed and advised appropriately</li> <li>• Work in partnership with other professionals, support staff, clients and their carer’s, regarding the co-ordination of dietetic intervention.</li> <li>• Communicate effectively with clients, other members of the care team, dietitians and health professionals</li> <li>• Liaise with dietetic colleagues in acute services to ensure seamless dietetic service and effective transfer of care for all CRC CDNT clients.</li> <li>• Actively participate in multidisciplinary team meetings and case conference and work within a multidisciplinary team approach, to promote integrated care for all CRC clients.</li> <li>• Continue to develop clinical skills in the areas of dietetics and disability e.g. autism, intellectual disability, physical disability etc</li> <li>• Provide training to clients, families and staff as appropriate.</li> <li>• Ensure the ongoing review of existing resources and comply, develop and evaluate new resources to support and meet the needs of the target audience.</li> <li>• Prioritise and manage a caseload according to the needs of the service and provide a comprehensive service in a timely manner</li> <li>• Manage clinical and non-clinical caseloads appropriate to the post.</li> <li>• Work within the CRC CDNT and report monthly activity data returns and other organisational/departmental KPI’s as required.</li> <li>• Contribute to development, implementation and evaluation of standards and policies within the CDNT and department of Nutrition and Dietetics.</li> <li>• Participate in quality improvements in CRC Dietetics Department and in CRC CDNT.</li> <li>• Maintain professional competence through continual update.</li> <li>• Provide an expertise in the area of nutrition and dietetics to staff colleagues and other professions as necessitated.</li> </ul>

- Work within own scope of professional competence in line with principles of best practice, professional conduct and clinical governance.
- Be actively involved in continuously improving the quality of the service, use audit and quality improvement methods to facilitate integrated care
- Comply with policies, procedures and standards of care of service.
- Promote a culture that values equality, diversity and advocates for the client.
- Become familiar with and work in accordance with relevant HSE policies, standards, legislation and professional policies, guidelines and requirements to ensure safe practice and high standards of service delivery.
- Operate within the framework of the organization and comply with the codes of ethical practice.
- Participate in provision of clinical placement and/ or dietetic student projects of under/post graduate Dietitians

#### Education & Training:

- Abide by the codes of ethics of the Irish nutrition and Dietetic Institute (INDI) and CORU.
- Maintain valid statutory registration with CORU.
- Attend mandatory training programmes as directed by CRC.
- Engage in supervision.
- Maintain professional knowledge on relevant scientific research and practice development.
- Maintain standards of practice and levels of clinical knowledge by participating in continuous professional development initiatives and attendance at relevant courses as appropriate.
- Support and utilise evidence-based practice.
- Participate within a professional and clinical supervision structure.
- Engage in career and personal development planning in collaboration with the CDNM/Dietitian Manager or another nominated person
- Act as a resource by participating in the education and training of dietetic colleagues, other health professionals and service groups as required.
- Manage, participate and play a key role in the practice education of student Dietitians
- Engage in interdisciplinary education programmes as required.
- Be a member of professional groups and participate in relevant forums pertaining to clinical nutrition and dietetics.

	<p>Teamwork:</p> <ul style="list-style-type: none"><li>• Demonstrate good communication skills</li><li>• Demonstrate a commitment and ability to work within an interdisciplinary context, in CRC CDNTs.</li><li>• Maintain collaborative working relationships with colleagues within the discipline of Nutrition and Dietetics, with colleagues in Specialist Services and with professionals across outside agencies.</li></ul> <p>Quality and Risk, Health and Safety Management:</p> <ul style="list-style-type: none"><li>• Participate in any projects and change initiatives to enhance the effectiveness of clinical nutrition/dietetics.</li><li>• Promote the change agenda amongst other team members.</li><li>• Follow and adhere to all risk related guidelines as stipulated by CRC Risk Management</li><li>• Ensure the highest level of confidentiality pertaining to all organisational stakeholders.</li><li>• Maintain appropriate service user record details and statistics in accordance with organisational and departmental guidelines, along with the Freedom of Information Act.</li><li>• Work in a safe manner with due care and attention to the safety of self and others.</li><li>• Promote a safe working environment in accordance with Health and Safety legislation</li><li>• Be aware of and implement agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards</li><li>• Actively participate in risk management issues, identify risks and take responsibility for appropriate action</li><li>• Report any adverse incidents in accordance with organisational guidelines</li></ul> <p>Administration:</p> <ul style="list-style-type: none"><li>• Keep accurate and contemporaneous clinical records through case file notes, reports and clinical reporting systems and comply with department policies regarding clinical documentation practices</li><li>• Record activity statistics, prepare reports as required.</li><li>• Contribute to service planning and development; has the ability to prepare and present relevant information that will aid operational and strategic planning for future service development</li><li>• Make efficient use of developments in Information</li></ul>
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	<p>Technology:</p> <ul style="list-style-type: none"> <li>• Maintain professional standards regarding service user/client and data confidentiality</li> <li>• Positive representation of the clinical nutrition/dietetics service through effective communication and engagement with other disciplines</li> <li>• Compliance with CRC HR policies with respect to all types of leave, to ensure the clinical nutrition and dietetics service needs are met.</li> <li>• Adhere to and participate in developing department procedures, standards and quality assurance systems in accordance with CRC, Department of Health and other relevant guidelines such as Health and Safety at Work Act</li> </ul> <p>Other:</p> <ul style="list-style-type: none"> <li>• To undertake any other duties appropriate to the role of Senior Dietitian as may be required from time to time</li> <li>• Communicate any concerns, queries or issues in a timely manner to CRC CDNM</li> <li>• Access to own transport is desirable.</li> </ul> <p>The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.</p>
Terms and Conditions	Pay Scale Department of Health Salary scale applies
Skills, Competencies and/or Knowledge	<p>The candidate must demonstrate:</p> <p>Professional Knowledge</p> <ul style="list-style-type: none"> <li>• A clear understanding of the Progressing Disability Services change programmes and understanding of its application within the CRC</li> <li>• Engagement with continuing professional development</li> </ul> <p>Communication and Interpersonal</p> <ul style="list-style-type: none"> <li>• Strong communication and influencing skills, including conflict resolution</li> <li>• The ability to manage change</li> <li>• Resilience and composure</li> </ul> <p>Skills and Competencies</p> <ul style="list-style-type: none"> <li>• IT skills relevant to the role</li> <li>• Excellent report writing skills Ability to Reflect and Learn</li> </ul>

	<p>Ability to Reflect and Learn</p> <ul style="list-style-type: none"><li>• A commitment to the evaluation of practical outcomes and quality service provision and ability to lead on service quality / initiative and innovation in the delivery of service</li><li>• Strong problem-solving skills</li></ul> <p>Planning and Organising</p> <ul style="list-style-type: none"><li>• The ability to plan and organise effectively</li><li>• The ability to operate proactively and independently in a complex and demanding setting and environment</li></ul> <p>Leadership and Teamwork</p> <ul style="list-style-type: none"><li>• Ability to develop positive working relationships both internally and externally and with all stakeholder</li></ul>
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