

## Job Description

**Title: Specialist Surgical Dietitian**

**Band: Band 6**

**Staff Group: Allied Health Professional**

**Reports to: Acute Dietetics Team Lead**

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### Job Purpose:

- To deliver a shared specialist dietetic service to patients undergoing gastrointestinal surgery, working with support to provide high quality nutritional care to patients in hospital and the community.
- To deliver a shared specialist dietetic service to people with intestinal failure living at home and requiring complex management of parenteral nutrition and hydration.
- As a core member of the nutrition support multidisciplinary team, to represent dietetics and promote the role of nutrition within patient care, and act as a resource to other members of surgical and dietetic teams involved in the nutritional care of surgical patients, as well as patients and carers.
- To provide highly skilled clinical advice with specialised knowledge in caring for patients and their carers.
- The post holder will have the opportunity to work with a high degree of autonomy within a well-supported specialist team
- To receive structured support and development through competency frameworks, peer learning, attendance at specialist training (e.g. St Mark's 3-day course) and engagement with networks such as SHIFNet.
- This role offers an excellent opportunity to develop specialist skills in surgical dietetics and intestinal failure within a supportive and collaborative team environment.

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### Key Responsibilities

#### *Clinical/Professional*

- To deliver a shared specialist dietetic intervention to patients undergoing gastrointestinal surgery within Portsmouth Hospitals NHS Trust, making sound professional judgments regarding nutrition and hydration, frequently requiring timely MDT input
- To deliver a shared specialist dietetic intervention to patients with intestinal failure requiring home parenteral nutrition, hydration and electrolyte management, with appropriate senior support and MDT collaboration to maintain patients at home.
- Work as part of a team in managing a caseload of patients requiring specialised dietetic assessment and intervention using specialist knowledge and skills in inpatient and outpatient settings including wards, clinics and telephone contact.
- As a core member of the surgical and nutrition support MDT, to signpost patients down appropriate dietetic care pathways working closely with regional specialist colleagues, liaising with other members of the dietetic, and nutrition nurse teams in hospital, in the community and across the region to ensure continuity of care.
- Act as an advocate for patients, carers and relatives to ensure dietary intake and nutritional status are considered as part of surgical treatment pathways.
- Recommend appropriate nutrition support, including artificial nutrition, in a timely manner using MDT support when required.

- Demonstrate the ability to recognise own limitations, escalate concerns appropriately, and seek advice from senior colleagues and the MDT when required.
- Demonstrate regular personal development activities and engage in competency-based development relevant to the role.
- Implement evidence-based practice and contribute to evaluation of care and service improvements, including acting on patient feedback.
- Communicate effectively within the multidisciplinary team to support high-quality care and informed clinical decision-making.
- Support junior colleagues and students in the provision of care and learning in practice.
- Ensure concerns raised by patients and their families are dealt with in an open, honest and transparent way, quickly and effectively, in line with trust policies, procedures and Duty of Candour legislation.
- Play a lead role in proactively recommending artificial nutrition support in a timely way to prevent unnecessary/prolonged admissions and to improve patient clinical outcomes.
- Challenge and discuss with other expert professionals' nutritional issues that may affect decisions about patient care or service delivery.
- Implement the trust 'values and beliefs' ensuring they are embedded into everyday practice and evaluate their impact on the patients' experience.
- Demonstrate a polite, team-spirited demeanor.

### ***Management/Leadership***

- Comply and promote compliance with Trust policies and guidelines e.g. Health and Safety, Clinical Risk and Infection Control.
- Contribute to the clinical area non-pay budgets ensuring good housekeeping and economic use of resources.
- Delegate duties and tasks to un-registered staff, students/trainees and other staff as appropriate. Bands 1 to 4 as appropriate.
- Work closely with partners i.e. Engie, resolving any issues regarding cleanliness, provision of food and maintenance of the environment. Ensure staff are aware how to escalate when issues cannot be resolved.
- May contribute to supervision and support of junior staff and students as delegated by the Acute Operational Lead Dietitian, undertaking supervision as required.
- Contribute to the shared delivery of the dietetic service within gastrointestinal surgery and intestinal failure, contributing to service effectiveness and patient care.
- Undertake tasks delegated by the Acute team leader or Service Manager to support delivery of the Dietetic Service.
- Work collaboratively with the surgical and nutrition support teams to support service delivery and patient care.
- Ensure awareness of escalation processes for operational or environmental issues and act accordingly.

### **Research and Education**

#### ***Research***

- Contribute to a research culture within the dietetic team to identify current knowledge and deliver evidence-based care.
- Complete patient referral/activity data collection in a reliable & timely way.
- Seek out innovations to improve efficient & effective patient care.
- Contribute to local department service evaluation, service development and (multidisciplinary) audits as required.

#### ***Education***

- Create a culture for learning and development that will sustain person-centred safe and effective care. Encourage team open-ness so that an evidence-based approach is utilised and applied.
- Encourage a culture where students receive quality placements supported by mentorship and teaching from the

multi-professional team.

- Responsible for ensuring that essential training is undertaken.
- Assist in and identify, need for the production of diet sheets, literature, and educational materials for the service.
- Keep up to date with professional practice and pursue training for self-development relevant to the role through an individual training plan and including regular case study meetings, nutrition education meetings, journal clubs, and clinical governance meetings.
- Engage with structured development opportunities including competencies, peer support, specialist courses (e.g. St Mark's) and professional networks such as SHIFNet.
- Ensure staff under the post holder leadership has an annual personal development review and set achievable objectives.
- Act as a mentor and coach for dietitians, support staff, and junior team members.

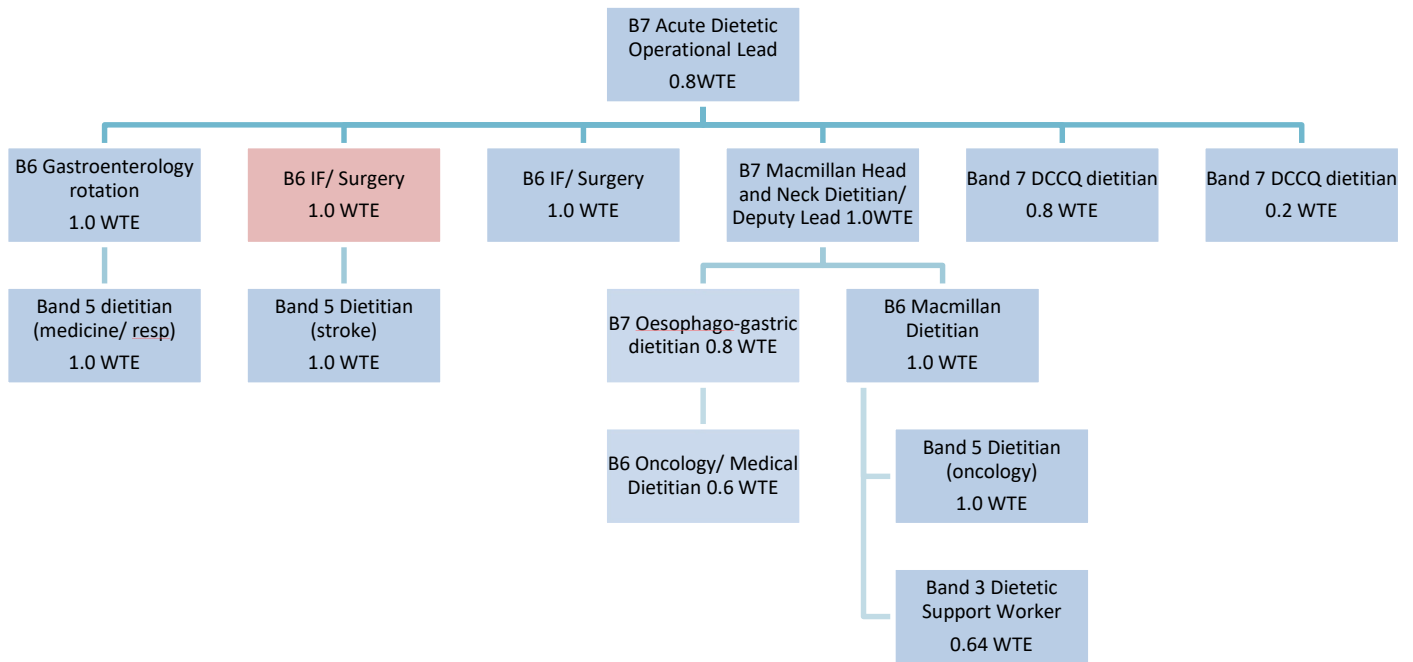
### ***Communication and Working Relations***

- Work collaboratively with Dietetic team colleagues on record clinical and operational issues that may arise.
- Communicate sensitively and effectively with patients, carers, relatives, or other professionals in situations that may be highly emotive, dealing with frequent exposure to distressing and emotional circumstances.
- Use highly developed interpersonal verbal and non-verbal counseling skills to overcome significant barriers to nutritional care and in dealing with distressing symptoms.
- Establish robust communication channels with other professionals to facilitate effective dietetic intervention and continuity of care including enteral tube feeding, intestinal failure discharges, and regional working.
- Deal with interpersonal conflict and escalate to team leader to assist with resolution of any adverse situation/incidents. Comply and promote compliance to Trust policies e.g., Harassment and Bullying.
- Participate in the induction of staff.
- Communicate complex/sensitive information with empathy and respect ensuring understanding.
- Remain organised when managing competing clinical demands, prioritising workload and responding to interruptions appropriately.
- Responsible for recording personally generated information regarding patients e.g., written and electronic records, reports, and activity data in accordance with professional and local standards. To keep patient records and record information on case notes/care plans as per Department/Trust procedures.
- Concentrate while undertaking work that is not always predictable. With competing demands for attention, prioritise workload and manage interruptions relating to patient care.

### ***Working Conditions and Effort***

- May be frequently exposed to distressing circumstances e.g., if working with patients who are terminally ill and their families and/or exposed to other conditions.
  - Occasional/frequent exposure to unpleasant or highly unpleasant working conditions e.g., bodily fluids, smell, etc.
  - Be punctual and agree with changes in working patterns/times with supervising dietitian or team lead.
  - Be prepared to adapt to using changing I.T. systems as the Trust requires.
  - Other duties within your scope of practice as requested by the line manager.
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## Organisational Chart



## Other

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility



### Management Essentials

We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers.

This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust.

Please click [here](#) for further information on the Management Essentials programme.



### Leadership Insights

Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership.

If, this is of interest to you, you will be able to enrol upon commencement with the Trust.

Please click [here](#) for further information on the Leadership Insights programme.

## Person Specification

### Qualifications

#### *Essential*

- Degree/Diploma in Dietetics.
- Registration with the HCPC (please include number in application).

#### *Desirable*

- Member of the British Dietetic Association.

### Experience

#### *Essential*

- 1 - 2 years' experience-including acute hospital dietetic.
- Evidence of professional development and/or commitment to postgraduate study.
- Evidence of audit, service evaluation or project work.
- Experience of providing teaching and education.
- Experience with nutrition support including oral and enteral.

#### *Desirable*

- At least 2 years' experience in a range of medical and surgical specialties, including gastrointestinal surgery, intestinal failure, and oncology.
- Experience or exposure to parenteral nutrition (TPN) and intestinal failure.
- Experience of both in-patient and out-patient dietetic settings.
- Health promotion experience.
- Experience of student training.

### Skills & Knowledge

#### *Essential*

- Professional, earnest and polite demeanour
- Able to promote the role of nutrition in clinical and health promotion settings.
- Strong organisational skills and ability to prioritise workload effectively.
- Excellent communication skills with the ability to build rapport with patients, carers and colleagues.
- Ability to work effectively under pressure and manage competing demands.
- Ability to recognise own limitations and seek support appropriately and respond to feedback.
- Excellent team working skills, particularly within multidisciplinary team (MDT) settings.
- Ability to cope with interruptions and maintain a professional approach and standards of excellence.
- Ability to work flexibly and adapt to changing service demands.
- Competent practitioner with developing clinical reasoning skills.
- Able to use initiative and be proactive while knowing when to escalate.
- Ability to support education and training of others.
- Ability to undertake a nutrition assessment, formulate a plan of care, undertake, evaluate, and modify in a timely manner; liaising with patients, carers, and other health professionals as required.
- Articulate and knowledgeable of current professional dietetic issues.
- Good IT skills (standard office and presentation software)

#### *Desirable*

- An understanding of efficiency and NHS/dietetic resources

- Experience contributing to guidelines, protocols or audit reports.

## **Personal Qualities and circumstances**

### *Essential*

- Confident, self-motivated, flexible, adaptive, and creative.
- Strong team player with a collaborative approach to MDT working.
- Responsible, reliable and strives for efficiency.
- Knows own limitations and willing to seek and provide support/guidance within the dietetic team.
- Able to conduct work across a variety of settings and worksites.
- Able to communicate effectively in a variety of situations.
- Able to manage stress and work under pressure.
- Willing to ask for help and support colleagues.
- Empathetic and supportive.
- Willing to participate in clinical supervision or similar support networks.

### *Desirable*

- Friendly and approachable.
- Assertive, comfortable in a team.
- Sense of humour.

## **Circumstances**

### *Essential*

- Able to work within agreed hours.
- Able to offer some flexibility in working hours to meet service demands.
- Able to find way around.
- Able to carry equipment.

### *Desirable*

- Car owner/driver.
- Able to conduct work across a variety of settings and worksites.

## **Working Together for Patients with Compassion as One Team Always Improving**

**Strategic approach** (clarity on objectives, clear on expectations)

**Relationship building** (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

**Personal credibility** (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

**Passion to succeed** (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

**Harness performance through teams** (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)

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Job holders are required to always act in such a way that the health and wellbeing of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

**Print Name:**

**Date:**

**Signature:**