



Job Code (if applicable):	UK0228
Job Title:	Advanced Specialist Dietitian – ICU
Submitting Institute/Division/Hospital:	Cleveland Clinic London
Submitting Department:	Clinical Operations – DDSI
HR Business Partner/ Generalist:	Carly Cheeseman

To be completed by HR Business Partner/HR Generalist or Submitting Manager

Is this job (check one): **Clinical** **Non-Clinical**

Is this job (check one): **Patient Facing** **Non-Patient Facing**

Tier: 5C

Job Profile Summary:

Reporting to the Lead for the Nutrition and Dietetic service, the Advanced Specialist Dietitian for ICU will be responsible for the provision of clinical leadership for dietetics within the area of complex nutrition support and critical care.

This role will focus on developing, delivering and evaluating a highly specialist and evidence based Nutrition and Dietetic service for critical care (ICU and AAU) with the provision of expert dietetic assessment, treatment and advice. As an experienced and autonomous practitioner, the Advanced Specialist dietitian for ICU will work alongside Pharmacy in the provision of parenteral nutrition and will provide dietetic input into the multidisciplinary Nutrition Support Team. After the opening of the hospital site, this role will be supported by a Specialist Dietitian for ICU and the post holder will be responsible for the mentoring and clinical supervision of the Specialist Dietitian to ensure consistency of care.

This role will also be responsible for supporting the Lead Dietitian in the ongoing development of the service and will deputise for the Lead role when required.

Job Responsibilities

- Leads on the development and delivery of the ICU and AAU Nutrition and Dietetic service – advises on policy, guidance and standards in order to ensure that high quality dietetic input is provided to all patients
- Works autonomously and within the multidisciplinary team in providing expert dietetic assessment of patients with diverse and highly complex physical healthcare needs. This will include the calculation of nutritional requirements, interpretation of relevant biochemistry and consideration of anthropometry, physical and mental health parameters and clinical condition
- Represents the dietetic team throughout the entire critical care pathway including preoperative nutrition support (ERAS)
- Educates, trains and provides clinical supervision and clinical leadership to dietitians, and other healthcare professionals in the management of nutrition and hydration within a critical care setting
- Remains informed of developments within professional clinical practice relevant to this area of dietetics and ensures that relevant information is cascaded and incorporated into local practice as appropriate
- With the support of the Dietetic team Lead, coordinates larger scale service evaluation and audit projects in order to monitor and review dietetic input and effectiveness

- Identifies areas of clinical research in order to continue to drive excellence in Nutrition and Dietetic care for the critically ill
- Provides highly specialist dietetic advice to the multidisciplinary team through attendance and participation in MDT meetings and ICU ward rounds (and AAU ward rounds and MDT meetings when required)
- Makes clinical decisions as part of the wider critical care team about the appropriate and safe administration of nutrition support to critically ill patients
- Takes into account the nutritional considerations of medications and interventions that are frequently used in the critical care setting, able to adapt nutrition care plans accordingly and make appropriate recommendations to the clinical team.
- Identifies patients at risk of re-feeding syndrome and provides advice to clinicians on appropriate actions to avoid and / or manage this potentially life threatening condition
- Works alongside Pharmacy in the provision of appropriate parenteral nutrition regimes for individual patients and undertakes additional training as required in order to ensure that practice remains up to date in this highly specialist area of nutrition support
- Supports with the development of the Nutrition Support Team and takes a lead in ongoing dietetic input into Nutrition Support Team ward rounds
- Acts as an expert in the field of dietetics in critical care - teaches other professionals and staff groups, delivers presentations at conferences and courses in relation to dietetics in this specialist field
- Liaises with catering and Food Service Caregivers to ensure appropriate therapeutic meal provision for patients
- Applies highly developed communication skills to ensure that complex nutrition information is relayed to patients, families and carers and uses these skills to overcome potential differences of clinical opinion and to support effective team working
- Utilises all methods of communication including development of formal policies, protocols, guidelines and care pathways
- Formulates and presents accurate patient records ensuring that relevant information in relation to dietetic assessment, intervention and treatment has been documented
- Takes a lead in discussions with the patient, family / carers and MDT regarding advanced care planning relating to nutrition and hydration and on ethical issues regarding the management of nutrition and hydration
- Supports the Nutrition and Dietetic team with the facilitation of dietetic outpatient clinics as required – outpatient clinics may cover a range of clinical areas
- Pro-actively advises the Dietetic Lead on issues affecting service delivery including risks, hazards, shortfalls and service pressures and ensures that appropriate actions are taken to mitigate or respond to identified risks
- Supports the Dietetic Lead in the strategic development of the Dietetic service, in the recruitment and selection of dietetic staff and by deputising when required to do so
- Works within CCL, The Health and Care Professions Council and British Dietetic Association Standards of Practice and code of conduct
- Is professionally and legally responsible and accountable for all aspects of own work, ensuring a high standard of clinical care for patients under own management and acting as a role model for others to do likewise
- Able to function effectively in a changing environment and to be flexible to meet the demands and needs of the service
- Other duties as assigned

Education:**Essential:**

- BSc (Hons) Nutrition and Dietetics or Postgraduate diploma in Nutrition and Dietetics
- Evidence of ongoing professional development and training in specialist area
- Evidence of involvement in the facilitation of clinical Dietetic student placements (clinical supervisory skills training)

Desirable:

- Postgraduate training in critical care and / or nutrition support
- Advanced training in behaviour change / motivational interviewing
- Education to Masters level or equivalent
- Evidence of training or experience in appraisal and leadership / management

Languages:

- Fluency in written and spoken English is essential; skills in any other language would be desirable

Certifications:**Essential**

- Current registration with the Health and Care Professions Council

Desirable

- Member of the British Dietetic Association
- Member of (or willingness to join) a relevant BDA specialist interest group such as Critical Care Specialist Interest Group or PENG

Competencies (Complexity of Work):

- Breadth of clinical knowledge in critical care / complex nutrition support and general clinical dietetics
- Specialist knowledge of evidence based practice in the nutritional management of patients within critical care and / or complex nutrition support (enteral and parenteral)
- Expert clinical reasoning skills and interpretation of clinical information relevant to nutritional assessment including
- Excellent communication skills (both verbal and written) and interpersonal skills when working with individuals and groups including the utilisation of different communication styles and communication aides when required.
- Excellent presentation skills and ability to develop and facilitate nutrition education sessions to a wide variety of audiences and patient groups
- Expert knowledge of nutrition support and ability to advise on / suggest and discuss appropriate routes for feeding
- Ability to prioritise and manage own busy caseload of complex patients and to support more junior members of staff in prioritising and managing their own caseload where required
- Ability to respond to unpredictable work patterns with a flexible approach and to support the changing demands and needs of both the ICU unit and the Nutrition and Dietetic Dept
- Ability to organize and manage own time effectively and to delegate to others in the team as required in order to meet deadlines
- Ability to work effectively both independently and as part of a multidisciplinary team

- Awareness of national and local policies and guidelines and professional and clinical standards relevant to specialist area of work
- Awareness of the importance and duty of care of flagging risk when appropriate
- Ability to remain updated with professional practice and research and integrate this into daily clinical practice (where appropriate and after peer review)
- Demonstrate effective leadership skills in the development of the Nutrition and Dietetic service in critical care
- Ability to remain calm in a potentially stressful environment and able to manage challenging behaviours in patients, family or carers who may display aggressive or challenging behaviour
- An interest in health promotion and willingness to support hospital wide health promotion campaigns
- Ability to reflect on and critically appraise own performance

Work Experience:

- Significant dietetic experience within a general dietetic setting and specialist experience in the nutritional management of patients within critical care and / or complex nutrition support
- Experience of conducting clinical audit and / or research
- Experience in the clinical supervision of staff and students and contribution to student training
- Significant experience of multidisciplinary working
- Evidence of ongoing professional development in specialist clinical area of work
- Experience of utilising behaviour change and counselling skills within day to day work

Personal Protective Equipment:

- Follows standard precautions using personal protective equipment as required