

Position Description

Senior Clinician (Dietitian Grade 3)

Classification:	Dietitian Grade 3, AK1 to AK4
Business unit/department:	Nutrition and Dietetics
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input checked="" type="checkbox"/> Home visits
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Fixed-Term Part-Time)Parental Leave Conditions)
Hours per week:	24
Reports to:	Manager, Nutrition and Dietetics
Direct reports:	Nil
Financial management:	Budget: nil
Date:	July 2025

Position purpose

- To act as Senior Clinician by providing clinical expertise and leadership to dietitians in the Better at Home Acute and Subacute programs and other Subacute Home Based programs
- To provide specialist clinical knowledge in allocated clinical areas

About the Nutrition and Dietetics Department

This position is part of Austin Health's Nutrition and Dietetics Department. This department forms part of the Division of Allied Health, which comprises the following services:

- Allied Health therapies: Physiotherapy, Social Work, Speech Pathology, Occupational Therapy, Nutrition and Dietetics, Orthotics and Prosthetics, Podiatry, Clinical and Neuropsychology (Royal Talbot site) and Creative and Leisure Services
- Tracheostomy Review and Management Service
- Spiritual Care
- Language Services

- Ngarra Jarra (Aboriginal Health) Program

The Nutrition and Dietetics Department is committed to promoting and providing the highest level of dietetic and nutrition care for all our patients. In realising this goal, the department will lead and excel in person-centred evidence-based practice, education and research.

The department provides specialist services across all sites of Austin Health and across the care continuum. This includes the Emergency Department, bed-based services, ambulatory care and home-based care. In addition to direct patient care, a core activity for the department is providing dietetic input into the Food Service system to ensure the nutritional needs of all our patients are met.

The department is focused on developing the professional body of knowledge and practice of staff in a range of areas to ensure high quality service provision. This is achieved through staff participation in training and professional development, professional supervision and performance review, research, quality improvement activities, and undergraduate and/or post-graduate student teaching. The department has an education and quality improvement strategy that is developed and operationalised through senior leadership forums and committees.

The Dietitian employed in this position will be based at the Austin Hospital site of Austin Health, is expected to travel across sites and complete home visits as required and will adopt a flexible approach to student education and clinical caseload management and the provision of services during periods of planned and unplanned leave.

Position responsibilities

Clinical leadership

- Lead a clinical specialty as relevant to the Dietetics department and Austin Health aims and priorities.
- Create a team environment which promotes a positive culture, opportunity for learning and development, safety and welfare of employees.
- To coordinate the clinical allocation/handover process in the designated area of practice including identifying, allocating and triaging clinical work with the Grade 2 and Grade 1 dietitians, and Allied Health Assistants (AHA) as appropriate.
- Support and supervise staff and students.
- Participate in the development, implementation and evaluation of policy, service provision and strategic direction of the department.
- Represent the department at relevant Austin Health forums and meetings as required.

Quality and risk

- Ensure resources, including patient information, are developed, utilised and maintained according to department policy and procedure
- Strive towards continuous improvement, by initiating, participating and continuously evaluating the quality and outcomes of service design and intervention.
- Identify potential risks and implement systematic prevention strategies in accordance with Austin Health policy and procedures.
- Undertake activities and audits to support compliance with the national standards.
- Maintain agreed timelines and KPIs for the screening, assessment and review of patients

Teaching and Research

- Participate in education, training and research activities as required, and as they pertain to the assigned clinical areas



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- Contribute to research activity within the Nutrition and Dietetics department

Professional Development

- Maintain a high standard of clinical knowledge by participating in relevant professional development and continue to develop and expand professional dietetic knowledge and skills
- Ensure safe and effective patient care by participating in the Allied Health Division clinical supervision program

Selection criteria

Essential skills and experience:

- Demonstrated clinical expertise with a minimum of 7 years' experience as a dietitian.
- Demonstrated extensive knowledge and skills in dietetic intervention in home-based programs.
- Demonstrated leadership skills.
- Ability to drive change and provide best practice within dietetics.
- Demonstrated flexibility, adaptability, and problem-solving capacity.
- Demonstrated organisational skills, efficient workload management and ability to prioritise
- Demonstrated ability to undertake professional supervision and promote professional competence of other staff.
- High level interpersonal skills which promote team collaboration and engagement, and a proven ability to relate to people at all levels within an organisation.
- Demonstrated quality improvement project work related to dietetic care.
- High level written and verbal skills.
- A sound understanding of information technology including clinical systems.
- A current driver licence.

Desirable but not essential:

- Hold or be progressing towards a higher degree in a relevant clinical area.
- Evidence of having participated in research.
- Presentation at conferences/seminars and/or publications related to dietetic practice.
- Involvement in working parties and special interest groups.

Professional qualifications and registration requirements

- Qualified to practice as a dietitian in Australia, as recognised by Dietitians Australia (DA) Eligible for membership of DA and meet the criteria for the Accredited Practising Dietitian (APD) program



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Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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