



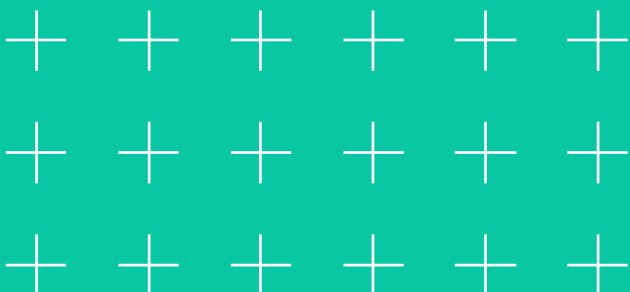
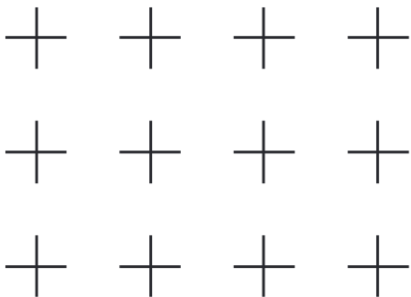
The Royal  
Melbourne  
Hospital

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Advancing  
health  
for everyone,  
everyday.

Could this be you?

Join The Royal  
Melbourne  
Hospital Team



Position Description

Senior Dietitian

## THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

## OUR VISION

# Advancing health for everyone, every day.

## THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

### People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

### Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

### Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

## OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. **Be a great place to work and a great place to receive care**
2. **Grow our Home First approach**
3. **Realise the potential of the Melbourne Biomedical Precinct**
4. **Become a digital health service**
5. **Strive for sustainability**



clinical, research and translation program and the incumbent is expected to also collaborate with the Eating Disorders Stream leadership group in research and translation.

The service operates over a number of sites and staff may be required to work from these and be based at one or more sites, including Parkville, Footscray, Wyndham, Sunshine, Melton, or other sites within the catchment. Orygen has an ongoing commitment to improve service accessibility and the development of new sites across the catchment area. As these sites develop, staff may be based at different sites dependent on the specific requirements of the position. In this context, the incumbent will work closely with the Coordinators of the Continuing Care Teams across the different sites.

## POSITION SUMMARY

The Senior Dietitian is responsible for the leadership, continued development and provision of nutrition services within OSP. The role will provide clinical expertise in nutrition and mental health, through the provision of individual and group direct service delivery, contribution to health promotion activities relevant to the client group, the provision of secondary consultation and education to mental health clinicians.

The Senior Dietitian sits within the Eating Disorder Stream however may provide support and secondary consultation to other OSP services.

The Senior Dietitian is responsible for the clinical supervision and professional development of junior dietetic staff within their area of work and the education of undergraduate student dietitians. This role is also responsible for the coordination of nutrition quality activities, research and program evaluation within OSP. The Senior Dietitian has a vital role in contributing to the development of individuals, the clinical team and the nutrition service through good leadership, teamwork and communication.

The Senior Dietitian may be required to provide interventions to clients from a range of Clinical Streams and spend time working within other programs such as the Youth Access Team, Inpatient Unit or Orygen @ Home.

## KEY ACCOUNTABILITIES

- Clinical expertise in the assessment and nutritional management of mental health clients across the spectrum of care, including community, sub-acute and inpatient services, with an advanced scope of practice and experience managing young people with eating disorders.
- Participation in comprehensive clinical assessment, case formulation and treatment planning for clients within the Eating Disorder Stream with an active role in clinical review and case discussions
- Provide dietetic primary and secondary case consultation to clinicians to support best practice in treatment, care management and leadership for mental health clients across the service.
- Develop and deliver group interventions in collaboration with the psychosocial program for young people and families
- Contribute to the development and maintenance of community partnerships with key external stakeholders, developing effective interfaces between clinical streams and Orygen programs, as well as facilitating relevant research activities.
- Uphold the principles of continuity of care in mental health including links between admission, acute, rehabilitation, community and primary services and related health programs.
- Leadership and communication: demonstrate behaviour that inspires others to follow including good time management, excellent verbal and written communication, conflict resolution and negotiation skills.
- Plan and manage a clinical caseload and coordination of nutrition services
- Manage clinical risk and actively work towards implementing risk reduction strategies.
- Provide education, supervision and support to junior dietitians, undergraduate students and other staff.
- Ensure service provision is guided by evidence-based, culturally safe and trauma-informed principles incorporating the diverse needs of all young people and families, including those from LGBTIQI+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations.



- Work collaboratively with young people, their family and supports and the multidisciplinary mental health team
- Build capacity within the service for nutrition therapy to be a core component of treatment planning in a collaborative model of care.
- Aid in developing systems and frameworks to support an advanced scope of physical health screening and intervention across the service.
- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work collaboratively with colleagues across all RMH and Orygen teams.
- Contribute to a supportive staff environment with a focus on staff health and wellbeing.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Participate in and lead quality improvement processes and quality management, including accreditation and service development.
- Comply with service and program specific regulations, policy and procedures.
- Practice in a professional manner aligned with our Code of Conduct, Values & Behaviours.
- Support and participate in Occupational Health & Safety procedures including reporting incidents and unsafe areas or practices.
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.

## KEY RELATIONSHIPS

### Internal

- Clinical Stream Lead - Eating Disorders
- Continuing Care Team Coordinator - Region B
- Lead Consultant Psychiatrist - Eating Disorders
- OSP Senior Leadership
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD, HYPE, Neurodevelopmental Disorders and Addictions/Dual Diagnosis Clinical Streams; Community Development; Psychosocial program; Youth Access Team; Inpatient Unit; Orygen @ Home; HOPE; and FYMHS.
- Research

### External

- Key Agencies
- Community Groups
- Drug and Alcohol Services
- Education Services and Vocational Programs
- Youth Justice and Primary Care Providers

## KEY SELECTION CRITERIA

### Formal Qualifications

- A degree in Nutrition and Dietetics accredited for eligibility for full membership of the Dietitians Australia and Accredited Practising Dietitian (APD) status.

- Higher qualifications or work towards a higher qualification.

Essential:

- A minimum of 7 years' clinical dietetic experience.
- Significant clinical experience in the dietetic and multidisciplinary treatment for young people experiencing mental health issues, primarily eating disorders, including community / outpatient treatment.
- Experience working collaboratively with other health care team members, particularly in the area of Mental Health and eating disorders.
- Competent in the present eating disorder-specific standards based around the core dietetic skills of screening, professional responsibility, assessment, nutrition diagnosis, intervention, monitoring and evaluation for providing treatment to individuals with an eating disorder.
- Experience in the development and facilitation of group-based interventions.
- Experience in the provision of education and training for health professionals.
- Experience in providing professional supervision or mentoring of health professionals.
- Knowledge of contemporary mental health concepts, frameworks and policy.
- Skills in program planning and service development.
- Interest in research and demonstration of participation in research-based activities.
- Commitment to the development of integrated clinical research within the service.
- Demonstrable expertise in the development of effective collaborations, partnerships and alliances with a range of community services, young people and their families.
- Ability to plan, develop, implement and evaluate client-centred individual service plans, risk assessments and diagnostic formulations.
- Ability to work collaboratively and effectively with young people and their families/carers.
- Ability to work effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.
- High level of interpersonal and communication skills (written and verbal), problem solving and negotiation skills and demonstrated ability to consult, liaise, and negotiate with consumers, carers, family members and other professionals.
- Demonstrated ability to be self-motivated and function autonomously.
- A working knowledge of community-based organisations and human services organisations.
- Knowledge of relevant guidelines, plans and strategies related to the mental health service system (e.g. Victorian Mental Health Reform Strategy, National Standards for Mental Health Services, ANZAED practice and training standards for Dietitians).
- Well-developed knowledge and understanding of relevant legislation, policies and strategic directions of mental health services and the literature on early intervention models for young people experiencing a serious mental illness.
- Demonstrated commitment to ongoing professional development and training.
- Computer and keyboard skills.
- A current Victorian driver's licence.
- A Working with Children check.
- Melbourne Health will organise a Police Check prior to commencement of employment
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.

Desirable:

- Further training relevant to the position (e.g. ANZAED accredited Dietetics training, counselling skills, professional supervision provision)
- Experience in project management: planning and implementation.
- A proven ability to provide both clinical and research leadership.
- Understanding of the Children & Young Person's Act, Mental Health Act 2014 and other Acts/legislation relevant to working with young people in a mental health setting.
- Commitment to the development of integrated clinical research within the service.
- Ability to drive organisational change.
- The incumbent may be required to perform other duties as directed.

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### KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

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### AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

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### ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

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Employee Signature

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Employee Name (please print)

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Date

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