

**Clinical Specialist Dietitian (Renal)
Job Specification & Terms and Conditions**

Job title, grade code	Clinical Specialist Dietitian (Renal) Diaitéiteach Speisialtóra Cliniciúil (Duánach) (Grade Code:3715)
Remuneration	The salary scale for the post (as at 01/06/2026) is: €72,119, €73,511, €74,941, €76,363, €77,784, €79,280, €80,857, €82,428, €83,689 New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.
Campaign reference	26UHWA1009
Closing date	6 th of October 2026 at 2pm We recommend that candidates submit their application a minimum of 1 hour before the closing date and time to ensure their application form has been uploaded successfully to Rezoomo. Applications will not be accepted after this date and time; no exceptions will be made
Proposed interview date (s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up appointment	A start date will be indicated at job offer stage.
Location of post	University Hospital Waterford incorporating Kilcreene Regional Orthopaedic A panel may be formed as a result of this campaign for University Hospital Waterford from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled.
Informal enquiries	Grainne O'Connell, Dietitian Manager, UHW Email: grainne.oconnell@hse.ie Tel: 051 842103
Reasonable Accommodations	Candidates who require a Reasonable Accommodation/s to support their participation, at any stage, in the recruitment and selection process, should email Natasha Carton, Campaign Lead Natasha.Carton@hse.ie
Details of service	<u>Nephrology/Dialysis services, UHW</u> UHW Nephrology/Dialysis Services comprise of: • 18 bed Long Term Dialysis Unit for patients from Wexford, Waterford, Kilkenny, Tipperary South riding catering for 120 patients end of 2020. , • 4 bed Acute Dialysis Unit situated on Medical 2 catering for in-patients and overflow from the long term unit. • Renal Home Therapies Department providing care for 34 patients with Home Haemodialysis and Peritoneal Dialysis availability. • Nephrology Clinics Low Clearance 140, Transplant 179. • Patients are prepared and referred for Kidney or Kidney/Pancreas transplantation to Beaumont which requires good control over Renal Bone disease to remain on the Transplant pool.

	- Provides education for student Nurses and Medical students from the Multidisciplinary team. - There are currently 2 Senior Dietitians working within the renal service. <u>The Department of Nutrition & Dietetics, UHW</u> The Department of Nutrition and Dietetics, UHW supports a wide range of specialties including General Medicine, Diabetes, Respiratory, Cardiology, Stroke, Surgery, Critical Care, Paediatrics, Maternity, Renal and Cancer Services The department comprises of 21.0 WTE dietitians and we provide a dietetic service to both inpatients and outpatients. It is an enthusiastic and dynamic department which actively engages with CPD and evidence-based practice. The department also participates in student training. We are committed to excellence in the care we provide; we are a hardworking, dynamic department that continues to develop and expand in line with the hospital's strategic/operational plan.
Reporting relationship	The post holder will report to the dietitian manager or nominated person.
Purpose of the post	The Dietitian Clinical Specialist – Renal will: - Provide a specialist nutrition and dietetic service for the renal patient population. - Act as a resource and provide expert opinion, advice and guidance to dietetic colleagues and other healthcare professionals. - In conjunction with the dietitian manager, develop local policies and care pathways within renal service. - Participate in the development of the strategic direction of the Nutrition & Dietetic service in conjunction with the dietitian manager and relevant agencies and stakeholders.
Principal duties and responsibilities	<i>The Dietitian, Clinical Specialist – Renal will:</i> <u>Professional and Clinical</u> - Be highly competent in assessing and treating a wide range of clinical presentations relevant to a renal patient cohort. - Develop, implement and monitor a plan of care, based on assessment of the patients' nutritional needs. - Be responsible for the organisation, provision and evaluation of nutrition and dietetic services to renal service users / patients attending UHW. - Develop an evidenced based nutritional care pathway for renal patients, commencing on the identification of need for treatment, through inpatient and day services and organisation of appropriate follow-up, through integration with community services or other acute centres as appropriate. - Attend ward rounds / safety huddles as required for effective interdisciplinary communication and decision-making. - Prioritise and manage patient caseload according to the needs of the department and service. - Recognise the need and ensure effective self-management of workload, available time and resources. - To provide cover for colleagues during periods of absence and to take lead in the provision of service during cover/ leave. - Manage clinical risk within own caseload and that of the designated team at all times.

	• Ensure professional standards are maintained in accordance with the requirements as set out by CORU https://coru.ie/files-recognition/standards-of-proficiency-for-dietitians.pdf • Ensure a high standard of dietetic assessment and management and ensure that professional standards of practice are adhered to. • Act as a positive and supportive specialist team leader in the area of renal dietetics. • Lead and facilitate change management and improve service delivery in the area of renal dietetics. • Lead on relevant designated projects, initiatives or duties within the Department of Nutrition and Dietetics. • Develop and maintain high standards of clinical practice. • Provide expert opinion, advice and guidance to dietetic colleagues, medical team members and other health professionals. • To initiate and be actively involved in continuously improving the quality of the service, through audit, quality improvement initiatives and clinical research. • Seek ways to benchmark and assure quality of the dietetic service. • Liaise with catering staff regarding the provision of therapeutic diets. • Be aware of national policies, guidelines and consultations and in conjunction with the dietitian manager, develop local policies and care pathways within the specialist area and the wider department. • Actively engage with relevant national bodies, and research-associated bodies, as appropriate. • Serve on local or national committees to promote nutrition and dietetic practice. • Ensure the privacy and dignity of the service user is respected at all times. • Duties should be undertaken in collaboration with your dietitian manager or nominated person and be within the strategic goals of the organisation. • Carry out any other duties and responsibilities appropriate to the post that may be assigned by the dietitian manager or nominated person. • Promote a culture that values equality, diversity and respect in the workplace. <u>Education and Development</u> • Provide leadership to senior & staff grade dietitians through the process of professional supervision, clinical supervision, coaching and tutoring. • Contribute to a structured process for the education of colleagues in renal services. • Identify own personal and professional development needs, including mandatory training and put formal and informal structures in place to meet those needs in collaboration with the dietitian manager. • Maintain professional knowledge on relevant scientific research and practice development. • Engage with professional disciplines & academic institutions where appropriate. • Actively participate in a structured continuous professional development (CPD) process and promote the professional and personal development of staff. • Promote objective setting, effective performance management and team-based performance management within the nutrition and dietetic team. • Ensure a clinical supervision programme is available to staff.
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	• Disseminate advanced clinical practice guidelines. Produce current, clear, evidence-based resources for patients and carers and / or health professionals, suitable for use locally and / or nationally. • Act as a resource, both regionally and nationally. • Oversee and play a key role in the practice education of student dietitians <u>Health & Safety</u> • Work in a safe manner with due care and attention to the safety of self and others. • Liaise with line manager and with other departments to ensure safe and effective service delivery consistent with health service management strategies. • Promote a safe working environment in accordance with Health and Safety legislation. • Implement agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards. • Actively participate in risk management issues, identify risks and take responsibility for appropriate action. • Document appropriately and report any adverse incidents, near misses, hazards and accidents in accordance with organisational guidelines. • Adhere to HSE policies in relation to the procurement, care and safety of any equipment supplied for the fulfilment of duty. <u>Management</u> • Set and monitor performance standards. Work towards and deliver on key performance indicators and outcomes measures in the area of clinical nutrition in renal insufficiency. • Develop innovative models of dietetic care and service delivery. • Collaborate with relevant stakeholders in relation to the strategic direction of the service. • Analyse service demands and develop the dietetic team with other Health and Social Care Professionals (HSCP) members in line with evolving requirements including extended working hours. • Negotiate strategic plans for service delivery in conjunction with line manager. • Take responsibility for achieving service delivery targets by monitoring, recording and reporting activity levels. • Identify and prioritise the requirements of the service within a constantly changing environment. • Manage day-to-day operations of the service with regard to scheduling and assignment of staff, ensuring seamless delivery of care and equity of workloads between team members. • Facilitate change where necessary in order to maintain services at an optimal level. • Be involved in the collection, processing and analysis of data, for research purposes and for use as a national resource. • Ensure compliance with a high standard of documentation, including service user files in accordance with local guidelines, Freedom of Information (FOI) and General Data Protection Regulation (GDPR). • Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc.
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	and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. The above Job Specification 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 them from time to time and to contribute to the development of the post while in office.
Eligibility criteria Qualifications and/ or experience	1. <u>Statutory Registration, Professional Qualifications, Experience, etc</u> (a) Candidates for appointment must: (i) Be registered, or be eligible for registration, on the Dietitians Register maintained Dietitians Registration Board at CORU. And (ii) Have 5 years full time (or equivalent) years post qualification dietetic experience of which 4 years full time (or equivalent) must be consecutive in the required area of specialism. And (iii) Demonstrate a proven record of a clinical excellence in the specialism. And (iv) Candidates must demonstrate evidence of continuing professional development to the required area of specialism, in the form of post-graduate qualifications or relevant courses. And (v) Candidates must demonstrate achievement in the areas of clinical audit, quality improvement initiatives, practice development, teaching and research. And (vi) Provide proof of Statutory Registration on the Dietitians Register maintained by the Dietitians Registration Board at CORU <u>before a contract of employment can be issued.</u> And (vii) Candidates must possess the requisite knowledge and ability, (including a high standard of suitability, management, leadership and professional ability), for the proper discharge of the duties of the office. 2. Annual registration (i) On appointment practitioners must maintain annual registration on Dietitians Register maintained by the Dietitians Registration Board at CORU. And (ii) Practitioners must confirm annual registration with CORU to the HSE by way of annual Patient Safety Assurance Certificate (PSAC). 3. Health

	A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. 4. Character Each candidate for and any person holding the office must be of good character.
Post specific requirements	Demonstrate depth and breadth of clinical dietetic experience as relevant to the role
Additional eligibility requirements:	Citizenship requirements Eligible candidates must be: (i) EEA, Swiss, or British citizens OR (ii) Non-European Economic Area citizens with permission to reside and work in the State Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status. To qualify candidates must be eligible by the closing date of the campaign. Read more about Department of Enterprise, Trade & Employment Work Permits.
Skills, competencies and/or knowledge	<u>Professional Knowledge and Experience</u> • Demonstrates an advanced level of clinical knowledge, clinical reasoning skills and evidence-based practice appropriate to carrying out the duties and responsibilities of the role in line with relevant legislation and standards. • Up-to-date knowledge of emerging evidence for clinical nutrition in renal impairment and relevant documents published by National Renal Office. • Demonstrates an ability to apply specialist knowledge to best practice. • Demonstrates evidence of having applied / used appropriate assessments and treatments and knowledge of the implications of outcomes for renal service users, particularly those with complex nutritional needs. • Participates in service development, audit and research and continuously generate new knowledge and skills. • Professional supervision skills including, staff supervision, performance management, service planning and strategic planning. • Research and audit skills with proven track record. • An awareness and appreciation of the service user and a commitment to providing a quality service. • Demonstrates evidence of computer skills including use of Microsoft Word, Excel, e mail and PowerPoint systems, as relevant to the role. • Maximises the use of ICT with a willingness to develop IT skills relevant to the role. <u>Planning and Managing Resources</u> • Balances clinical work with other research and educational responsibilities.

	• Provides flexible interventions to meet the varied needs of individual service users. • Demonstrates the ability to plan and manage the delivery of an optimum service in an effective and resourceful manner, within a model of person-centred care. • Demonstrates a high level of initiative, flexibility and adaptability in response to workforce demands. • Promotes the delivery of a holistic, user-focused approach, which encompasses a multi-professional and inter-professional perspective.. <u>Managing and Developing (Self & Others)</u> • Demonstrates advanced leadership and team skills. • Demonstrates a commitment to managing and developing self and others in a busy working environment. • Deals positively and constructively with obstacles and conflict within teams. • Demonstrates commitment to continuing professional development (CPD) and facilitates staff development by providing support such as; supervising, mentoring, coaching, facilitation and formal development planning. Develops and/or implements systems to support a CPD culture within the service • Evidence of ability to empathise with clients, relatives and colleagues and treat service users with dignity and respect. <u>Commitment to Providing a Quality Service</u> • Demonstrates commitment to providing quality results. • Leads on the design, delivery and implementation of a high-quality, person-centred service. • Demonstrates and promotes collaborative working relationships as well as having the ability to work independently and exercise a high degree of professional autonomy. • Displays awareness and appreciation of service users and the ability to empathise with and treat others with dignity and respect. <u>Evaluating Information and Judging Situations</u> • Exercises a high degree of professional autonomy in the analysis of highly complex facts or situations that contribute to the implementation of a treatment or management strategy for the service user. • Uses a broad range of resources to identify key issues that may impact on dietetic practice. • Critically evaluates and draws sound conclusions from evidence available pertaining to clients and the potential impact of new or altered therapies. • Effective judgement, decision making and problem-solving skills. <u>Communication and Interpersonal Skills</u> • Displays effective communication skills (written & verbal) e.g., presents written information in a clear, concise and well-structured manner / communicates complex information by tailoring the communication method and the message to match the needs of the audience. • Demonstrates sound interpersonal skills including the ability to collaborate effectively with a wide range of people, colleagues, families, carers etc.
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	• Demonstrates sensitivity, diplomacy and tact when dealing with others and is patient and tolerant when dealing with conflict or negative attitudes from others. • Demonstrates strong negotiation skills, remains firm but flexible when putting forward a point of view.
Campaign specific selection process Ranking/shortlisting / interview	A ranking and or shortlisting exercise may be carried out based on information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not progressing to the next stage of the selection process. Those successful at the ranking stage of this process, where applied, will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.
Diversity, equality and inclusion	The HSE is an equal opportunities employer. Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience. The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated. The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition. Read more about the HSE's commitment to Diversity, Equality and Inclusion
Code of practice	The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process. Read the CPSA Code of Practice.
The reform programme outlined for the health services may impact on this role, and as structures change the job specification may be reviewed.	



This job specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.

Clinical Specialist Dietitian (Renal)

Terms and conditions of employment

Tenure	The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004, the Public Service Management (Recruitment and Appointments) Act 2004, and Public Service Management (Recruitment and Appointments) Amendment Act 2013.
Working week	The standard weekly working hours of attendance for your grade are 35 hours per week. Your normal weekly working hours are 35 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent. You are required to work agreed roster/on-call arrangements advised by your Reporting Manager. Your contracted hours are liable to change between the hours of 8.00am and 8.00pm over seven days to meet the requirements for extended day services in accordance with the terms of collective agreements and HSE Circulars.
Annual leave	The annual leave associated with the post will be confirmed at Contracting stage.
Superannuation	This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004
Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. * Public Servants not affected by this legislation: Public servants joining the public service or re-joining the public service with a 26-week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age. Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.
Probation	Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.
Protection of children guidance and legislation	The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. In the HSE, all Mandated Persons under the Children First Act 2015 are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act 1998. You should check Schedule 2 of the Children First Act 2015 to see if you are a Mandated Person, and therefore

	a HSE Designated Officer, and be familiar with the related roles and legal responsibilities. Visit HSE Children First for further information, guidance and resources.
Infection control	Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
Health & safety	It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include: • Developing a SSSS for the department/service¹, as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. • Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. • Consulting and communicating with staff and safety representatives on OSH matters. • Ensuring a training need assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. • Ensuring that all incidents occurring within the relevant department/service are managed appropriately and investigated in accordance with HSE procedures². • Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. • Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example. Note: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.

¹A template SSSS and guidelines are available on [writing your site or service safety statement](#).

²Structures and processes for effective [incident management](#) and review of incidents.