Dietitian, Clinical Specialist (Children's Disability Network Team)
Diaitéiteach, Speisialtóir Cliniciúil
Integrated Health Areas of Dublin North County and Dublin North City & West
Job Specification & Terms and Conditions

Job Title, Grade Code	**Dietitian, Clinical Specialist (Children's Disability Network Team) Diaitéiteach, Speisialtóir Cliniciúil** (Grade Code: 3715)
Remuneration	The salary scale for the post is (01/06/2026): €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	DNE26209
Closing Date	Wednesday 11th of November at 12 Noon
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	Integrated Health Areas (IHA) of Dublin North County (DNC) and Dublin North City & West (DNCW) (Limistéir Shláinte IHAmhtháite IHAntae Bhaile Átha Cliath Thuaidh agus Chathair Bhaile Átha Cliath Thuaidh & Thiar) There is currently 1 specified purpose whole-time vacancy available in Ashgrove House, Navan Road, Dublin 7. A panel may be formed as a result of this campaign for Dietitian, Clinical Specialist (CDNT) from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled within Community Services in Integrated Health Areas of Dublin North County and Dublin North City & West.
Informal Enquiries	We welcome enquiries about the role. Contact Eve Wardick (eve.wardick@hse.ie) Children's Disability Network Manager for further information about the role. Contact Tara O'Riordan (tara.oriordan@hse.ie), Interim Dietitian Manager, Dublin North East for further details on clinical remits in relation the post. Contact Niall Hogan (niall.hogan2@hse.ie) for enquiries relating to the recruitment process.
Details of Service	The HSE has created six new health regions. Each region is responsible for providing both hospital and community care for the people in that area. Bringing community health services and hospitals together means we can take a more patient-centred approach to healthcare. HSE Dublin North East provides health and social care to North Dublin, Louth, Meath, Monaghan and most areas of Cavan.

Community Healthcare Services are delivered through the HSE and its funded agencies to people in local communities, as close as possible to people's homes. Community Healthcare Services focus on keeping you well so that you can continue to live at home or close to home through our health promotion, disease screening, diagnosis, treatment, and rehabilitation programs. You can refer yourself to most Community Healthcare Services or through your GP, public health nurse, community mental health team, etc. Services include - Primary Care, Social Care - Older Persons, Social Care – Disabilities, Mental Health, Health and Wellbeing, Quality, Safety and Service Improvement.

HSE Dublin North East Region includes the following hospitals;
- Beaumont Hospital
- Cavan General Hospital
- Connolly Hospital
- Louth County Hospital
- National Orthopaedic Hospital Cappagh
- Monaghan General Hospital
- Mater Misericordiae University Hospital
- Our Ladys Hospital Navan
- Our Lady of Lourdes Hospital
- Rotunda Hospital

The HSE manages 2 Children's Disability Network Teams (CDNT) in Dublin North City and County. CDNTs are interdisciplinary teams providing assessment and intervention to children and young people aged 0-18 years who have complex needs arising from a disability. The HSE CDNTs work with children and families living in the Finglas and North Inner City Community Health Networks.

The Dietician, Clinical Specialist will be a core member of the CDNT and is central to the promotion and delivery of frontline health and social services. Much of the work carried out is with the family and systems surrounding the child including health, welfare and education services, providing a holistic approach promoting the safety and welfare of the children attending the service. The role will also include supporting families before, during and post diagnosis.

Using the key principles of the Progressing Disability Services for Children and Young People programme as a model of service which is based on family centred practice and interdisciplinary team working, these teams will provide therapeutic assessment and intervention to children aged between 0-18 years. The CDNT's are charged with the delivery of an efficient and effective health and personal social service for children and young people with complex needs relating to a disability. These teams will include Occupational Therapy, Psychology, Physiotherapy, Speech and Language Therapy, Social Work, Nursing and Dietetics

The Finglas and North Inner City CDNTs work closely together and are supported by a Paediatrician in Neurodisability who undertakes clinics with each CDNT.

The CDNTs have identified a requirement to develop a Dietetic Service to support children attending the CDNT. The successful post holder will work with the CDNMs for Finglas and North Inner City to provide a specialist nutrition and dietetic service and to develop a service to meet identified needs of children on the caseload and to expand the service incrementally as informed by Needs Assessment and within available resources.

The Clinical Specialist Dietitian will provide a specialist dietetic service supporting children and their families attending the CDNTs. The successful post holder will work with the CDNMs for Finglas and North Inner City to provide an equitable nutrition and dietetic service and continue to develop a service to meet identified needs of children on the caseload.

Reporting Relationship	The post holder will report to the Children's Disability Network Manager
Key Working Relationships	• Operationally responsible to the Children's Disability Network Manager. • The post holder will work with the 2 HSE Children's Disability Network Teams in Dublin North City and County. These are inter-disciplinary teams comprising Speech and Language Therapy, Occupational Therapy, Psychology, Nursing, Social Care, Physiotherapy, Social Work, Clinical Specialists and Administrators. • Clinical supervision will be arranged by the Children's Disability Network Manager
Purpose of the Post	*The Dietitian Clinical Specialist (Children's Disability Network Team) will:* • Provide a specialist nutrition and dietetic service for the client population. • Act as a resource and provide expert opinion, advice and guidance to dietetic colleagues and other healthcare professionals. • Participate in the development of the strategic direction of the Nutrition & Dietetic service in conjunction with the CDNM, the Dietitian Manager and relevant agencies and stakeholders. • In conjunction with the CDNM and Dietitian Manager, develop local policies and care pathways within the specialist area.
Principal Duties and Responsibilities	*The Dietitian, Clinical Specialist will:* **Professional** • Identify and prioritise the requirements of the service within a constantly changing environment. • 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. Set and monitor performance standards. • Keep abreast of research and practice developments in the specialist area. Develop innovative models of dietetic care and service delivery. • Develop, manage and evaluate the service provided in the designated specialist area. • Undertake research and develop and maintain high standards of clinical practice within the designated specialist area. • Provide expert opinion, advice and guidance to dietetic colleagues, medical team members and other health professionals. • Prioritise and maximise effectiveness of intervention using available resources to ensure service demands are optimally met e.g. appropriate delegation and onward referral. • Undertake audit to establish service needs and monitor current service. • Seek ways to benchmark and assure quality of the dietetic service. • Be aware of national policy, guidelines and consultations and in conjunction with the Dietitian Manager, develop local policies and care pathways within the specialist area. • Actively engage with relevant special interest groups 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. **Education and Development** • Contribute to a structured process for the education of colleagues, undergraduates and other disciplines in the specialist area. • Oversee mandatory training within the Dietetic Department. • Actively participate in a structured continuous professional development (CPD) process and promote the professional and personal development of staff. • Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.

	• Ensure a clinical supervision programme is available to staff. • 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 in nutrition and disabilities. **Quality and Risk, Health and Safety Management** • 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. • Be aware of risk management issues. Adequately identifies, assesses, manages and monitors risk within their area of responsibility. • Document appropriately and report any adverse incidents, near misses, hazards and accidents in accordance with organisational guidelines. **Management** • Collaborate with relevant stakeholders in relation to the strategic direction of the service. • 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. • 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. 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. **Statutory Registration, Professional Qualifications, Experience, etc** (a) **Candidates for appointment must:** (i) Be registered, or be eligible for registration, as a Dietitian by the 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) Be able to demonstrate a proven record of clinical excellence in the specialism **AND** (iv) **Professional Development and Practice** Candidates must demonstrate evidence of continuing professional development relevant to the required area of specialism in the form of post-graduate qualifications or relevant courses **AND** Candidates must demonstrate achievement in the areas of clinical audit, quality improvement initiatives, practice development, teaching and research **AND** (v) Candidates must have 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 **AND** (vi) Provide proof of Statutory Registration on the Dieticians Register maintained by the Dietitians Registration Board at CORU before a contract of employment can be issued 2. **Annual Registration** (i) On appointment practitioners must maintain annual registration on Dietitians Register maintained by the Dieticians Registration Board at CORU **AND** (ii) Practitioners must confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). **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. **Character** Each candidate for and any person holding the office must be of good character.
Post Specific Requirements	Demonstrate depth and breadth of experience in working with children and young people with complex needs arising from disability including management of enteral nutrition and complex feeding
Other requirements specific to the post	• Access to appropriate transport for relevant work-related duties and travel.
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.
Skills, competencies and/or knowledge	**<u>Professional Knowledge and Experience</u>** *For Example:* • 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. • Demonstrates an ability to apply specialist knowledge to best practice. • Demonstrates evidence of having applied / used appropriate assessments and treatments and a knowledge of the implications of outcomes for service users, particularly those with complex needs in the specialist area. • Participates in research and continuously generate new knowledge and skills • Demonstrates evidence of computer skills including use of Microsoft Word, Excel, email 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>** *For Example:* • 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>** *For Example:* • Demonstrates advanced leadership and team skills including the ability to lead by example. • 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 and formal development planning. Develops and/or implements systems to support a CPD culture within the service. **<u>Commitment to Providing a Quality Service</u>** *For Example:* • Demonstrates commitment to providing quality results. • Leads on the design, delivery and implementation of a high quality, person centred service. • Demonstrates and promotes collaborate 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> *For Example:* • 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. • Evaluates effectiveness and outcome of any new or altered therapies implemented and • revises practice based on results. **<u>Communication and Interpersonal Skills</u>** *For example:* • 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. • 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 on the basis of 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.	

Dietitian, Clinical Specialist (Children's Disability Network Team)
Terms and Conditions of Employment

Tenure	The current vacancy available is temporary and whole time. 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 and 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.
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. All Mandated Persons under the Children First Act 2015, within the HSE, are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act, 1998. Mandated Persons such as line managers, doctors, nurses, physiotherapists, occupational therapists, speech and language therapists, social workers, social care workers, and emergency technicians have additional responsibilities. You should check if you are a Mandated Person 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/service[1], 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 needs 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 appropriately managed and investigated in accordance with HSE procedures[2]. • 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.