

Position Description

Position title	Dietitian
Department / Division	Nutrition & Food Services / Ambulatory Services
Classification	Grade 2 Year 1 to Grade 2 year 4 (AJ1 - AJ4)
Position reports to	Manager, Nutrition and Food Services
No. of direct & indirect reports	N/A
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital
The Royal Children's Hospital's (RCH) vision is A world where all kids thrive. RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts. RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria. Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries. We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/. RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact. Further information on RCH is available at www.rch.org.au

ROLE CONTEXT
The Department of Nutrition and Food Services incorporates the clinical dietetic service, the Main Kitchen that caters for inpatient meals and the Central Formula Room that produces formula, enteral feeds and fortifies expressed breast milk to meet the nutritional needs of patients. The Nutrition and Food Services Department sits within the Allied Health Directorate within the Division of Ambulatory Services in the organisational structure at the Royal Children's Hospital.

ROLE PURPOSE
The primary responsibility of this position is provision of high-quality nutritional care to paediatric patients (0-18y) and their families within a variety of specialist/medical units in the inpatient and outpatient setting. Dietitians provide services to inpatient medical/specialty units and to specialist outpatient clinics and are available to consult on all aspects of paediatric nutrition including assessment, recommendations for nutritional management, implementation of therapeutic diets, enteral feeding and tube weaning within the hospital setting. We are a registered NDIS Nutrition service to provide disability-related nutrition supports to eligible patients. We also support a large number of families on our Home Enteral Nutrition Program.
KEY ACCOUNTABILITIES
Provision of care • Deliver excellent evidence-based practice dietetic assessments and interventions for both inpatients and outpatients across a variety of specialist and medical units, including a roster for weekend service • Maintain clinical documentation, handovers, records and data as per local guidelines and RCH procedures • Support junior staff in their patient management and clinical reasoning with complex patients • Ensure timely provision of discipline services through appropriate prioritisation of own caseload, that of junior staff as well as patient needs • Develop and update treatment protocols for areas of own clinical practice • Well-developed planning and organisational skills Lifelong learning • Participation in professional development activities to ensure that best clinical practice is maintained • Support others to review, reflect on and evaluate their own practice • Maintain CPD requirements of Dietitians Australia Collaborative Practice • Provide child centred, family focused care through partnership with parents/ families • Work in collaboration with multidisciplinary teams, including food service and formula room staff, to ensure patient, ward and department needs are addressed effectively • Demonstrate ability to cooperate and work well with others in the pursuit of team goals • Actively participate as part of a team to ensure ongoing excellence in service delivery and contribute to continuous improvement Communication • Well-developed verbal communication and interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders • Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions • Consider different points of view and compromise, where necessary and appropriate, to reach consensus Continuous Improvement • Identify personal and professional development needs, and plan and implement strategies for achieving them • Achieve and maintain competency in paediatric dietetics in line with departmental requirements relevant to the role

- Escalates risks and/or concerns about systems and processes with supervisor or manager

Supervision, Leadership and People Management

- Provide clinical supervision to Grade 1 Dietitians, Allied Health Assistants and students
- Participate in clinical supervision in accordance with local standard operating procedures and/or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision framework
- Deliver educational sessions to students, dietitians, and other healthcare professionals through lectures, workshops, and diverse learning formats

Research

- Understand the principles of evidence-based practice
- Evaluate current practice with respect to the evidence
- Find, critically review, evaluate & interpret literature and apply to current role
- Support with research agenda for the team
- Share evidence with colleagues and wider service

QUALIFICATIONS AND EXPERIENCE

Essential

- Meet the eligibility criteria for full Membership of Dietitians Australia (DA)
- Meet the eligibility criteria for the Accredited Practising Dietitian (APD) Program targets or equivalent
- Hold a degree in Dietetics from an accredited course/university, or for overseas candidates The Dietetic Skills Recognition assessment administered by DA
- Uphold the Dietitians Australia Code of Conduct
- Demonstrated/embedded clinical practice and experience beyond entry-level

Desirable

- Experience in an acute tertiary hospital environment
- Experience in clinical paediatric dietetics (minimum of 2 years)
- Post-basic training in paediatric nutrition, or willingness to undertake the Certificate of Paediatric Nutrition and Dietetics during employment.
- Demonstrated experience in the supervision and training of students.
- Membership of other relevant professional organisations
- An understanding of child development

KEY SELECTION CRITERIA

- Experienced and skilled clinician with consolidated clinical assessment, formulation, and clinical reasoning abilities
- Excellent interpersonal, communication and presentation skills
- Autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility
- Ability to improve own and other's practice, behaviour, and team functioning
- Ability to work flexibly in a fast-paced clinical environment, managing competing demands according to departmental and organisational requirements

- Capacity for effective negotiation, conflict resolution and wide consultation at all levels, to maintain and foster key interpersonal relationships
- Commitment to building professional skills and capacity
- Able to teach, mentor and develop staff at all levels as well as members of the wider community
- Demonstrated capacity to work constructively and collaboratively with a range of disciplines towards common goals

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check, a Working with Children Check and a NDIS Worker Check (including the NDIS Worker Orientation Module) prior to commencing employment.
- Employees are required to maintain a valid Working with Children Check throughout their employment.
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies

- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated

July 2025