

Position Description

Position title	Senior Dietitian
Department / Division	Nutrition & Food Services / Allied Health and Digital Health
Classification	Grade 3 Year 1 to Grade 3 Year 4 (AK1 - AK4)
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
<p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</p> <p>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.</p> <p>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.</p> <p>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/.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at www.rch.org.au</p>

ROLE CONTEXT
<p>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.</p> <p>Dietitians provide services to inpatient medical/specialty units and to specialist outpatient clinics and are available to consult on all aspects of infant and child nutrition including assessment, recommendations for nutritional management, implementation of therapeutic diets, enteral feeding and tube weaning within the hospital setting. We</p>

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.

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 Senior Dietitian provides expert, high-quality nutritional care to paediatric patients requiring dietary modification or nutritional support, working closely with their families to ensure optimal outcomes. This role includes responsibility for managing a specialist clinical caseload across designated units of care. In addition to clinical duties, the Senior Dietitian plays a key leadership role within the department—acting as a team leader, clinical supervisor, and co-lead of a non-clinical portfolio. The position also contributes to the education and development of students and healthcare professionals through supervision and teaching.

KEY ACCOUNTABILITIES

Provision of care

- Deliver excellent evidence-based practice dietetic assessments and interventions for both inpatients and outpatients within the area of clinical expertise and across a variety of specialist and medical units, which may include a roster for weekend service.
- Provide high level of clinical expertise within the clinical specialty with independent decision making
- Be a source of clinical expertise, advocacy and guidance within the clinical team, across the department and within the broader multidisciplinary team
- Maintain clinical documentation, handovers, records and data as per local guidelines and RCH procedures
- Lead the ongoing development, review and maintenance of administrative processes, treatment protocols and improved communication mechanisms
- Actively participate in, provide and contribute to continuous improvement and continuing education opportunities
- Empower all staff to identify, analyse, report and manage risks and support staff who raise concerns about risk or patient safety
- Delegate healthcare activity to others according to their competency and scope of practice to ensure appropriate workload management and prioritisation across the department ensuring others can self-manage and regulate their workload

Lifelong learning

- Participate in professional development activities to ensure that best clinical practice is maintained
- Promote a culture in which clinical supervision is treated as part of core business of contemporary professional practice
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning.
- Model a commitment to continuing professional development and support junior staff in developing and accomplishing professional goals and objectives
- Identify personal and professional development needs, and plan and implement strategies for achieving them
- Maintain CPD requirements of Dietitians Australia

Collaborative Practice

- Work in collaboration with multidisciplinary team including kitchen and formula room staff
- Demonstrate experience working with initiative, autonomy and leading others in the pursuit of team goals
- Promote and develop partnerships with healthcare and community providers as well as discipline networks

Communication

- Demonstrate highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- Recognise issues that may lead to conflict, and constructively address issues as they arise
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions
- Facilitate open and effective communication across all levels of Nutrition and Food Services and more broadly across the organisation

Continuous Improvement

- Demonstrate effective time management skills to balance clinical requirements and to contribute to continuous improvement activities
- Identify areas for continuous improvement within clinical service area, and initiate, plan, deliver and evaluate relevant quality improvement activities
- Contribute positively to change processes, through demonstrating flexibility and openness to change
- Develop awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role
- Empower team to identify, analyse, report and manage risks and escalate appropriately to line manager and relevant stakeholders

Supervision, Leadership and People Management

- Provide and 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
- Organise and supervise the day-to-day activities of staff within clearly defined expectations
- Organise and lead regular team meetings and provides regular, constructive developmental feedback to team
- Provide clinical and operational leadership in area of expertise, and inform and consult with the G4 or manager as required

Organisation and Planning

- Demonstrate highly developed organisational and planning skills with ability to prioritise workload and competing demands
- Contribute to strategic planning as part of departmental and / or multidisciplinary leadership team

Research

- Understand the principles of evidence-based practice, and ability to critically evaluate clinical practice in light of available evidence, experience and patient/ family values and circumstances

- Contribute to research agenda through assisting research projects e.g., contributing to participant recruitment, data entry, questionnaire/audit design as part of a research project in work area
- Identify research gaps or opportunities within area of clinical expertise
- Appropriately share evidence e.g., present at journal club, special interest groups, conferences and scientific meetings

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 commitment to work and contribute as part of a team
- Experience in clinical dietetics, minimum of 7 years, including sound background knowledge of paediatrics and recognised expertise in area of relevant clinical specialty

Desirable

- Post-basic training in paediatric nutrition
- Professional dietetic performance at an advanced level. This may be demonstrated through the AdvAPD credential or eligibility to meet the AdvAPD credential criteria
- Demonstrated experience in the supervision and training of students and dietitians
- Membership of other relevant professional organisations specific to area of clinical expertise

KEY SELECTION CRITERIA

- Experienced and skilled clinician with consolidated clinical assessment, formulation, and clinical reasoning abilities in the area of paediatric dietetics, with recognised expertise in the specific clinical area of interest.
- Excellent interpersonal, communication and presentation skills
- Demonstrated 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.
- Demonstrated ability 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
- Excellent communication and supervision skills to competently perform the role as supervisor/mentor in the department supervision and mentoring program and to support junior staff in day to day clinical decision making

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check, a Working with Children Check and an NDIS Worker Check 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

September 2025