

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Title	Advanced Dietitian (Surgical)
Reports to	Team Lead, Dietetics [Operational] Professional Leader, Dietetics [Professional]
Location	This position is expected to work from Wellington Regional Hospital, occasional other sites across the district
Department	Dietetics Department Community, Allied Health & Older Adults Group (CAHOA)
Date	DD-MM-YYYY
Salary band (indicative)ⁱ	PSA Allied, Public Health, Scientific & Technical Collective Agreement Clinical/Degree-qualified designated positions scale (Designated B)
Children's Worker roleⁱⁱ	[Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

Provide safe and clinically effective patient/client assessment and intervention with demonstration of advanced knowledge and skills to manage complex presentations. This role will also have responsibility for providing clinical leadership within the dietetics team, and specifically surgical services, including assisting in developing the clinical capability of others.

The role of the advanced dietitian includes, (but is not limited to):

- Providing evidence-based nutrition support and dietetic management for patients with complex surgical conditions, including gastrointestinal dysfunction, high-output stomas, enterocutaneous fistulae, short bowel syndrome, pancreatic disorders, postoperative complications, and those requiring enteral or parenteral nutrition.
- Providing education, advice, and support to patients, whānau, dietitians, and multidisciplinary teams on nutritional management of surgical conditions, perioperative

nutrition care, nutrition support therapies, enhanced recovery principles, and referral pathways across care settings.

- Developing and overseeing dietetic standards of care, clinical guidelines, and nutrition care pathways for surgical patients, informed by national and international best-practice evidence.
- Predominantly working in inpatients, but expected to work flexibly across care settings, providing out-reach support to outpatient/district-wide services when needed, ensuring continuity of care
- Leading and contributing to the development, implementation, and evaluation of multidisciplinary clinical pathways for complex surgical populations, supporting consistent, high-quality nutrition care throughout the patient journey.
- Providing monitoring and proactive management of complex and evolving nutrition-related impairments associated with surgical procedures
- Collaborating with multidisciplinary team members to design and deliver nutrition optimisation, enhanced recovery, rehabilitation, and complex nutrition support programmes in line with emerging evidence and service priorities.

This role sits within the Dietetics team, part of the Community, Allied Health and Older Adults (CAHOA) group. This team includes dietitians working in a wide range of clinical areas, in both inpatients and outpatients. The team work collaboratively with nursing and medical colleagues to provide coordinated, person-centred care for patients and their whānau.

The Advanced dietitian also works flexibly across other areas as identified or following a reasonable request in order to support the organisation in managing safe patient care and maintaining service delivery.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	• Takes responsibility for providing day to day clinical leadership in surgical dietetics, including providing clinical advice, support and guidance to others. • Takes legal and professional responsibility for managing own caseload of patients / clients, including those with complex needs and is able to independently adapt and make decisions regarding dietetic intervention. • Carries out comprehensive assessment of patients/clients (and whānau where appropriate) including those with diverse or complex presentations. This may include use of standardised assessment to assist in assessment and intervention planning. • Formulates and delivers individualised dietetic intervention at an advanced level, using appropriate clinical assessment, reasoning skills and knowledge of interventions. This should take into account the patient/client's own goals and those of the wider multidisciplinary team (MDT) • Role models effective communication to establish therapeutic relationships and set expectations with patients/clients,

	whānau, the multidisciplinary and wider health teams. This includes relaying complex, sensitive and contentious information. • Assesses the patient/client's understanding of treatment intervention / goals and gains informed consent to treatment, taking into account capacity (e.g. cognitive functioning). • Regularly reassesses and evaluates the patient / client's progress against identified goals and adjust intervention as situations change. • Carries out and support others with assessment, formulation and management of risks. • Demonstrates provision of and support others with culturally safe / bicultural practice with patients/clients and their whānau. • Demonstrates an awareness of health inequalities, with evidence of implementing actions within clinical practice and identifying solutions for wider service delivery that contribute towards reducing inequalities for patients/clients and/or whānau. • Represents the service and / or individual patients/clients at clinical meetings and case conferences to ensure the delivery of a coordinated multidisciplinary service and to ensure dietitians is integrated into the overall treatment programme (where appropriate) including discharge planning. • Completes documentation consistent with legal and organisational requirements. • Adheres to any applicable recognised best practice and any relevant clinical policies and practice guidelines. • Demonstrates understanding of local, sub-regional, regional and national context in relation to provision of health and social support. • Provides specialist advice, teaching and instructions to patients/clients, carers, relatives and other professionals to promote coordination of support being delivered. • Identifies unmet needs of patients/clients along with potential solutions to address these needs. • Demonstrates recognition that the patient/client's knowledge, experiences and culture are integral to effectively addressing the presenting health issue and/or restoring function.
Teaching & Learning	• Maintains competency to practice through identification of learning needs and continuing professional development activities. This should comply with professional body requirements. • Leads and fosters a learning environment for staff including teaching and participating in the running of training relevant to area of clinical practice. • Contributes to the training needs analysis for the team / service / profession.

	• Supervises, educates and assesses the performance of dietetic students. • Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams. • Provides critical analysis, appraisal and integration of current research outcomes and relevant literature in order to maintain advanced levels of knowledge and practice. Demonstrates application of this knowledge in practice. • Maintains an awareness of current developments in relevant clinical areas. • Is involved in the induction and training of newly appointed staff as required. • Develops clinical skills of others by providing learning opportunities. • Completes core training as applicable for the role. • Participates in an annual performance review and associated clinical assurance activities. • Participates in professional supervision in line with the organisations requirements and/or professional body. • Provides mentoring and clinical support and / or professional supervision.
Leadership & Management	• From information available, prioritises patients/clients to enable appropriate allocation of referrals, delegates appropriate tasks and has oversight of workload for staff in the clinical area. • Attends and actively contributes to all relevant department, clinical and team meetings, leading and facilitating such meetings as required. • Assists team leaders and professional leaders in clinical assurance activities of dietetic staff as requested. • Demonstrates negotiation and management of conflict skills within the workplace. • Provides reports to team leaders/professional leaders in relation to area of clinical practice, as requested. • Is involved in recruitment and selection processes as requested by line manager or professional leader. • Provides advice and recommendations to line manager where this will support delivery of services.
Service Improvement and Research	• Promotes professional practice that is based on best practice and research that supports organisational strategic aims. • Takes responsibility for leading local audit and research projects as identified by self, team leaders, professional leaders. • Takes the lead on development of quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc.

	• Develops / updates competency based frameworks for clinical staff in relevant clinical areas as agreed to by line manager or professional leader. • Proactively challenges and questions established interventions and approaches. • Actively participates in national, regional and sub-regional working groups / clinical networks to identify and implement innovative practice and or service improvements as appropriate. • Establishes collaborative partnerships with external organisations to promote integrated working that improve the outcomes and experience of patients/clients. • Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process. • Practises in a way that utilises resources (including staffing) in the most sustainable and cost effective manner. • Awareness of and complies with all legislative, contractual and employment requirements as applicable to the role (e.g. Privacy Act 1993, Vulnerable Children's Act 2014, Health & Safety at Work Act 2015, ACC service specifications etc.)
Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.

- Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Culture and People Leadership

- Provides visible, effective leadership that aligns people, resources, and effort to organisational priorities and outcomes.
- Builds high-performing teams through coaching, development, succession planning, and a commitment to continuous learning.
- Creates an inclusive and engaging workplace where people are supported to contribute, grow, and succeed.
- Builds trusted relationships with stakeholders and works collaboratively to deliver sustainable outcomes.
- Fosters a culture of accountability, innovation, and continuous improvement, ensuring people and organisational performance support strategic objectives.
- Champions values-based leadership and promotes a positive organisational culture that supports wellbeing, performance, and service excellence.

Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
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Relationships

External	Internal
• Regional & Sub-Regional Dietitian services • Regional surgical & specialist services • Patient, whānau & caregivers • Dietitians NZ SIGs • Food Services • Administrative Staff	• [Dietetic Team members, district-wide • Professional Lead, Dietetics • Surgical services staff • Surgical MDT • Inpatient Allied Health • Various CNSs, e.g. Stoma, Upper GI • Pacific Health Services • Palliative Care Services • Allied Health Leadership Teams

About you – to succeed in this role

You will have

Essential:

- NZ Registered Dietitian with current annual practicing certificate with prescribing endorsement.
- Expectation of at least 5 years clinical practice, with 2 years in Surgical.
- Clinical experience and advanced knowledge of working in surgical care
- A commitment and understanding of the Treaty of Waitangi (and application to health) and a willingness to work positively in improving health outcomes for Maori.

- Current full NZ driver's licence with ability to drive a manual and automatic car (required for roles based in the community or where the role may be required to work across multiple sites).
- Proficiency in using technology within the workplace.
- A high standard of written and spoken English.
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Desired:

- Member of Dietitians New Zealand or relevant other Professional Association
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You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
- Use rigorous logic and methods to solve difficult problems with effective solutions
- Make good decisions based upon a mixture of analysis, wisdom, experience and judgement
- Enjoy working hard. Is action oriented and full of energy for the things he/she sees as challenging.
- Deliver high quality care for the patient/client/whanau
- Lead and facilitate clinical improvements
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Desired:

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ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.