

UW HEALTH JOB DESCRIPTION

Lead Registered Dietitian Nutritionist (RDN)

Job Code: 430019	FLSA Status: Exempt	Mgt. Approval: M. Waltz	Date: March 2022
Department : Clinical Nutrition		HR Approval: S. Whitlock	Date: March 2022

JOB SUMMARY

The Lead Registered Dietitian Nutritionist (RDN) is a front-line nutrition leader with excellent leadership, communication and interpersonal skills. The Lead RDN motivates and leads nutrition staff and mentors others to grow professionally and advance their knowledge and skills. Lead RDN demonstrates in-depth knowledge of Medical Nutrition Therapy (MNT) and integrates evidence-based recommendations into practice. The Lead RDN demonstrates professionalism at all times and holds self and team members accountable for standards of practice. The Lead RDN directs and leads nutrition staff to ensure optimum patient care, efficient operations, quality service, and sound financial management. The Lead RDN possesses highly advanced clinical knowledge, which is applied systematically and continuously, to monitor patient data and improve quality patient outcomes. The Lead RDN demonstrates a high level of emotional intelligence and transformational leadership skills.

The Lead RDN Integrates research-based practices and practice guidelines, as established by nutrition specialty groups or other health care agencies, into educational and professional development activities. Responsibilities include the assessment and implementation of nutrition strategies and initiatives to ensure evidence-based nutrition practice is promoted and provided across the continuum of care at UW Health. The Lead RDN demonstrates leadership in alignment with the mission, vision, values, and strategic goals of the organization. The Lead RDN maintains highly advanced clinical knowledge through advanced certification(s), membership in professional organization(s), and/or organizational committee(s).

MAJOR RESPONSIBILITIES

Practice

- Provides direct patient care to assigned clinical areas.
- Completes regular audits and assessments to ensure evidence-based nutrition practice and strategies are implemented across the enterprise and consults with stakeholders concerning nutrition issues.
- Evaluates nutrition practice and ensures care and messaging is reflective of up-to-date nutrition practices and integration of practice standards as appropriate. Works with managers to incorporate needed areas for improvement into staff or department performance plans.
- Creates an environment that enhances effective patient and family centered care and fosters learning.
- Contributes to the design and/or develops quality improvement activities related to nutrition and conducts studies as directed.

Strategy, Program Development and Teaching

- Assists with oversight of nutrition programs which may include writing business and/or research proposals and plans.
- Partners with internal and external stakeholders to ensure the successful implementation of nutrition programs.
- Assists with internship program development and precepting for areas of clinical expertise.

Leadership

- Communicates on an ongoing basis regarding specific performance expectations.
- Onboards and mentors new RDNs
- Collaborates with managers in the planning and conducting of formal performance and/or program reviews that are timely, ongoing and objective with submission of necessary documentation.
- Develops and evaluates written policies and procedures pertinent to nutrition care across the continuum and throughout the life space at UW Health.
- Leads committees and builds consensus to build evidence-based nutrition practices across the enterprise.
- Provides support to managers to ensure standards of practice, standards of care, nutrition and hospital policies and procedures are followed throughout the organization.
- Assists with scheduling for clinical areas
- Promotes the growth and development of others by identifying strengths and weaknesses, goal setting, formal and informal learning and coaching.

Performs other related duties as required.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

Education	Minimum	Master's degree in nutrition, dietetics or related field as granted by a U.S. regionally
-----------	---------	--

UW HEALTH JOB DESCRIPTION

		accredited college or university.
	Preferred	
Work Experience	Minimum	Five (5) years of experience in dietetics and/or education.
	Preferred	<ul style="list-style-type: none"> • Experience in development, implementation, and evaluation of clinical practice and/or programs. • Experience in clinical teaching within an education program or as a clinical preceptor. • Clinical experience in an academic medical center.
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> • Registered Dietitian by the Commission on Dietetic Registration. • Certified Dietitian in the State of Wisconsin.
	Preferred	<ul style="list-style-type: none"> • Certified Nutrition Support Clinician (CNSC).
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Excellent interpersonal communication, problem solving, and conflict resolution. • Knowledge of current best practice recommendations and position statements supported by the Academy of Nutrition and Dietetics and American Society of Enteral and Parenteral Nutrition. • Ability to identify and assess education needs within the department. • Proficient in use of EMR, Nutrition Care Process and Nutrition Care Manual. <p style="margin-left: 40px;">Ability to function with a high degree of independence while actively collaborate with healthcare members.</p>

AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

<input checked="" type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
<input checked="" type="checkbox"/>	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input checked="" type="checkbox"/>	School Age (6 – 12 years)	<input checked="" type="checkbox"/>	Older Adult (Over 65 years)

JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
<input checked="" type="checkbox"/>	Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
	Medium: Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
List any other physical requirements or bona fide occupational qualifications:				

UW HEALTH JOB DESCRIPTION

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.