



JOB DESCRIPTION FOR Weight Management Nutritionist (Health Educator)

Reporting to:	Assistant Service Manager
Salary:	£21,000 - £24,000 depending on experience (pro rata)
Location:	Peterborough
Contract Type:	14 hours a week (permanent)
Employing organisation:	Solutions4Health Ltd

JOB SUMMARY

The Healthy Peterborough integrated adult wellness service provides holistic lifestyle support to the residents of Peterborough through a single point of access, using a targeted approach. This includes the provision of the following support:

- Stop smoking
- Tier 2-3 weight management
- Wellness coaches
- Healthy eating
- Physical activity
- NHS Health Checks (Outreach only)

The Nutritionist will provide Tier 2 services and triage clients into either Tier 2.5 or Tier 3 services (with the support of a Lead Nutritionist). The role reports to the Healthy Peterborough Assistant Service Manager and portfolio lead for the Weight Management services across Peterborough.

Working collaboratively with the wider team the nutritionist will gain professional development support across the pathway.

The role requires high levels of communication, professionalism and customer care skills, a strong track record of delivering a range of weight management interventions for overweight and obese clients, high quality reflective and research practice and a positive approach to supporting individuals in improving their overall health.

Whilst the post - holder is responsible for their own registration, supervision is provided through the multidisciplinary pathway and a corporate agreement. Full training will be provided to ensure the post-holder is competent to deliver to the agreed local pathways.

As the post holder will be working with clients with body mass indices in the very unhealthy range knowledge of the theory and practice associated with eating disorders will be desirable. The post-holder must also be able to manage their own caseload and manage cases through the bespoke integrated health database.

MAIN DUTIES AND RESPONSIBILITIES

The post holder will be responsible for:

- Undertaking telephone assessments and triaging clients according to need based on the agreed local pathway to either; a group Tier 2 weight management programme, a clinic-based Tier 2.5 service or to a multidisciplinary tier- 3 service, for the following adults:
 - Overweight and obese adults with complex needs who are suitable for Tier 2 interventions.
 - BMI of $\geq 25 \text{ kg/m}^2$ (reduced by 2.5 kg/m^2 of BMI in defined ethnic groups).
 - BMI of $\geq 35 \text{ kg/m}^2$ plus type 2 diabetes (reduced by 2.5 kg/m^2 of BMI in defined ethnic groups) and other co-morbidities.
 - BMI of 40+ without diabetes and/or other significant co-morbidities, such as metabolic syndrome, hypertension, obstructive sleep apnoea (OSA), functional disability, infertility and depression.
- Direct provision of adult and children group-based programmes and clinics in accordance with business need and management of their own caseload.
- Delivery of the Shape Up 4 Life (adult weight management) and Let's Get Healthy programmes (child weight management) via the instructor manual to groups within local community settings.
- Delivery of one to one health trainer clinics as necessary
- Using your relevant training and experience to enhance the sessions and empower clients to make positive and sustainable behaviour changes.
- Contributing to the development and implementation of evidence based best practice through involvement in clinical audit and research; and to the development and updating of evidence based clinical standards and guidelines, policies, procedures and patient information in response to new research and best practice
- To take accountability and responsibility for KPI's and ensure weekly/monthly updates are provided to Service Manager & Assistant Service Manager.

The post holder will:

- Act as an autonomous practitioner planning, developing and delivering the most appropriate behaviour change and treatment programmes for adult patients. This will include analysis of a range of complex needs required for patient assessment and enable judgements to be made on the suitability of dietary modifications for patients with specialist clinical needs.
- Demonstrate advanced communication skills, including developed listening and questioning techniques, to elicit patient history and information to ensure that effective dietary management is achieved.



- Use communication skills to motivate and encourage patients to follow appropriate behaviour change and treatment programmes, using empathy, reassurance and analysis to uncover social/psychological factors that may affect a patient's ability to make positive changes, to achieve long-term lifestyle changes.
- Work collaboratively with; local GPs and health care professionals, lead nutritionist, specialist dietitian, exercise leads, wellness coaches and an administrator.
- Refer back to GP's for the provision of pharmaceutical treatment in line with NICE guidance for obesity and the summary product characteristics (SPC) of the medication where required.
- Monitor and review nutritional care plans against agreed outcome measures and shall adjust care plans as appropriate to achieve behaviour change and treatment goals.
- Engage effectively with local key stakeholders, especially GPs, as part of the development of the integrated multidisciplinary (community/primary care) team; and provide professional advice and guidance to health care professionals, including members of the multidisciplinary team.
- Keep accurate records of all clinical interventions, advice given, and the outcome of decisions taken, in keeping with their professional code of conduct and internal S4H guidelines.
- Be compliant with all relevant policies, procedures and guidelines including ensuring the safety of all clients by undertaking risk assessments, health and safety checks, equipment checks etc. Respond to any relevant clinical/colleague issues/incidences to manage and mitigate risk, and maintain best practice
- To be responsible and accountable for achievement of relevant contractual targets including referrals, uptake, completion percentage targets and effective outcome measures, through delivery of high standard nutritional care
- Monitor and produce quarterly key performance indicators and ad hoc reports for commissioners
- Ensure that commitment to equality and diversity is reflected at all stages of project planning, delivery and evaluation, in line with agreed service standards
- Ensure Company Policies are followed accordingly and comply with any other duties requested by the line Manager.
- Support the Website and Social Media with anonymised case studies as requested
- To be involved in the planning and development of the tier 2-3 service if demands change



- To utilise resources appropriately and effectively (including awareness of cost) e.g. dietary information sheets and dietary products and be responsible for the safe use of equipment used within the service.

The range of duties and responsibilities outlined above are indicative only and are intended to give an overview of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the post holder.

ELIGIBILITY TO WORK IN THE UK

All applicants must be eligible to work in the UK. We only accept applications from candidates who are legally entitled to work in the UK and already registered as a current member of the British Association of Counselling and Psychotherapy.

EQUAL OPPORTUNITIES

Solutions 4 Health is committed to the development of positive policies to promote equal opportunity in employment. All employees have a responsibility to ensure that they understand, comply with and promote the Equal Opportunities Policy, avoiding behaviours which discriminate against colleagues, potential employees, clients or patients on the grounds of sex, marital status, race, age, sexuality, colour, nationality, ethnic or national origin, religion or disability.

DISCLOSURE AND BARRING SERVICE CHECK

All staff (employed/self-employed) either in direct contact with patients and/or with access to patient data are required to pass a Disclosure and Barring Service (DBS) check.

It is a requirement of this post that you undertake an enhanced DBS check, and you will be asked to complete and sign a Disclosure Form giving permission for the screening to take place. If you refuse to sign the form your appointment will not be progressed further.

SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND VULNERABLE ADULTS

Solutions 4 Health is committed to safeguarding and promoting the welfare of children and vulnerable adults. This is defined as protecting children and vulnerable adults from maltreatment, preventing impairment of their health or development and ensuring that their domestic & social circumstances are consistent with the provision of safe & effective care.

NO SMOKING POLICY

Solutions 4 Health has a No Smoking Policy, which does not allow smoking by staff or visitors on any of our premises.

OCCUPATIONAL HEALTH CLEARANCE AND IMMUNISATION



The post may be subject to Occupational Health clearance, and immunisation against certain diseases may be required. These will be discussed with you during the recruitment process where applicable.

Person Specification for Weight Management Nutritionist

Essential

Education/Qualification:

- Degree/postgraduate qualification in Nutrition

Experience:

- Experience of managing overweight and morbidly obese clients in 1-2-1 or group settings using a combination of nutritional and psychological/behavioural approaches
- Experience of training and/or teaching of health professionals and community workers, preferably in issues related to obesity/health promotion
- Experience in development and production of health promotion information and resources

Knowledge:

- An up to date understanding of evidence-based practice and initiatives to tackle obesity in children and adults
- Knowledge of NICE guidance relating to the treatment of obesity
- Good knowledge of obesity management, general dietetics, diabetes and behaviour change principles.
- Knowledge of specific clinical requirements for delivering weight management programmes for adults and children
- Knowledge of weight management, nutrition and physical activity in relation to health improvement
- Diets/needs of individuals from difference ethnic and religious backgrounds

Skills/Abilities:

- Good organisational skills, able to develop and implement efficient procedures, fluent in use of both paper and computer-based systems (MS word, Excel and Outlook)
- Good project management skills
- Ability to manage workload and work to deadlines
- High level of self-motivation and initiative
- Able to tailor written and oral advice for different groups
- Excellent interpersonal, oral and written communication skills



- Ability to work effectively in a team, as well as unsupervised
- High levels of professionalism in working with the general public
- Motivational Interviewing & Coaching skills
- Trustworthy, honest with confidential information and meeting critical deadlines.
- Proven track record of efficient care work related to the role description.
- Ability to translate complex clinical and nutritional information into a format that is appropriate and understandable for patients/clients to support compliance with dietetic intervention and advice
- Ability to work under pressure and with difficult situations.
- Motivation and ability to work both independently and collaboratively with senior management, core team and volunteers. Able to communicate effectively with team members, other stakeholders, professionals, customers, face to face, by telephone, email and letter.
- Quick learner committed to continuing development of your own skills.
- Good attention to detail and able to prioritise in a busy environment

Special Conditions:

Ability to travel across Peterborough as required, driving license and access to a car for work.