

Job Posting



Position: REGISTERED DIETITIAN
Status: Full Time (1.0 FTE)
Sector: Community – Family Health Team
LHIN: Central West Local Health Integration Network (CW LHIN)
Region: Peel Region
Deadline: August 20, 2013
Anticipated Start date: November 2013

Queen Square Family Health Team (QSFT) provides primary health care, including chronic disease management, health promotion and disease prevention, to a rostered population of patients in the city of Brampton and surrounding area. The FHT employs an inter-professional team of health care providers who work in a collaborative model of care.

The FHT is currently seeking a Registered Dietitian (RD) to join its growing team of health care professionals. The RD is a key part of the patient care circle and should be comfortable working to their full scope of practise. The RD will function in close collaboration with the physicians and interprofessional providers of the FHT and will assist in the primary care functions of the FHT. The RD is a specialist in nutrition, and responsible for the nutritional care of clients living with disease, or those clients identified as at moderate to high risk for disease. The RD will support patient care and the delivery of programs (healthy lifestyle, chronic disease, cancer care, reproductive and child health, geriatric care) by focusing on the identification, provision and management of resources and strategies to improve patient health.

The RD is to practice according to the standards of practice as defined by the Dietitians of Canada, the Dietetics Act (1991) and the Regulated Health Professions Act (1991).

The Family Health Team staff will be working on a schedule that equally meets the needs of the patients and physicians and thus evenings and weekends are expected.

ACCOUNTABILITY

The Registered Dietitian is ultimately accountable to the Executive Director of the FHT.

Responsibilities:

- Screens, prioritizes and processes client referrals
- Assesses nutritional needs through comprehensive consultations
- Develops individualized nutrition care plans based on comprehensive assessments
- Evaluates success of care plans and adjusts plans accordingly
- Consults on chronic disease risk through the assessment of a patient's nutritional status
- Assesses trending issues and conditions among the FHT patient populations to identify potential group session initiatives
- Works with physicians on medication monitoring plans as they relate to nutrition
- Works collaboratively with other team members to manage the needs of patients
- Works collaboratively with the Registered Dietician on the team to develop, monitor and evaluate the nutrition services
- Collaborates with family physicians to incorporate nutritional components in the management of chronic diseases such as hypertension, obesity, diabetes, dyslipidemia, and heart failure
- Communicates relevant nutritional information to other health care providers
- Facilitates referrals to other services as well as communication and networking between the primary care practice and hospital or home care
- Maintains relationships with networks, related professional organizations and other related service providers
- Promotes behavior change related to food choices, eating behavior and preparation methods to optimize health
- Promotes patient independence and autonomy in decision-making
- Conducts patient workshops and seminars

- Provides in-services/education to clinical team
- Exercises reasonable care and caution in protecting confidential and sensitive information related to clients and personnel
- Participates in the development, planning, and evaluation of FHT programs and services\Participates as a clinical team member in the development and delivery of targeted programs including but not limited to palliative care, cancer care, case management, chronic disease, mental health and addictions, reproductive and child health
- Actively participates in clinical programs and services (including occasional evenings and weekends requirements)
- Promotes awareness of the FHT services and programs to patients and community residents alike
- Facilitates access to community services and agencies when required
- Communicates effectively with all patients, families, peers, health care professionals and community partners
- Consults regularly, when requested, with colleagues and management
- Ensures that he/she is current and aware of new, evidenced-based methods of client assessment, treatment and programming
- Fully participates in the Quality Assurance Program of the College of Dietitians of Ontario
- Participates within interdisciplinary committees to promote professional/interpersonal development
- Maintains and develops professional competence through ongoing professional development
- Participates in self-directed learning to ensure that practice remains relevant by attending professional conferences, e-learning and journal reviews
- Models the values and philosophy of the FHT
- Demonstrates a genuine enthusiasm towards the principles of interprofessional/collaborative models of care
- Provides mentorship and additional skills training for co-workers and students
- Maintains current knowledge of accepted operating policies and procedures
- Collects data as required for statistical/reporting purposes
- Provides timely and informative reports as directed and requested by the Executive Director and/or Physician Lead
- Participates in team building, program development, and improvement activities
- Participates in staff meetings
- Participates in established performance evaluation process and professional development goals
- Develops, updates and maintains education resources

Qualifications, Skills and Experience

- Completion of a four-year undergraduate university degree from an accredited university program in foods and nutrition or equivalent
- Registration with the College of Dietitians of Ontario
- Evidence of professional liability insurance
- Three to five years clinical counseling and community nutrition experience
- Current experience in chronic disease management preferred
- Experience supporting the needs of an aging population is considered an asset
- Experience in program development, implementation, monitoring and evaluation
- Facilitates referrals to other services as well as communication and networking between the primary care practice and hospital or home care
- Maintains relationships with networks, related professional organizations and other related service providers
- Group and educational intervention skills
- Excellent problem-solving and conflict resolution skills
- Understanding of community resources
- Strong problem-solving, decision-making and time management skills
- Superior interpersonal skills
- Excellent verbal and written communication skills
- Exhibits an ability to be open and non-judgmental
- Demonstrated ability to work within a team or solo dynamic
- Knowledge and proficiency in current, evidenced-based methods and practices surrounding mental health
- Proficiency in the use of the computer hardware and software
- Prior experience and knowledge of electronic medical records
- Willingness to update knowledge and skills through various means including technology-based opportunities, courses, workshops and conferences

- Demonstrated understanding of the goals, structures, policies and procedures of the FHT

Queen Square Family Health Team offers a competitive salary and a comprehensive benefits package, including medical and dental benefits. We also offer an attractive and rewarding work environment. Please note that only positions that work over 21 hours per week will be eligible for the benefit package.

Queen Square Family Health Team is an equal opportunity employer. We are situated in a multi-cultural neighborhood and are committed to attracting and retaining a diverse and inclusive workforce who will work together to create & sustain a vibrant, healthy, safe and caring community.

While we thank all applicants, only those under consideration will be contacted for an interview. In Accordance with The Accessibility for Ontarians with Disabilities Act (AODA), Queen Square Family Health Team will provide accommodation, accessible formats and communication supports for the interview upon request

Contact Information:

Interested candidates are invited to submit a detailed resume to the attention of: careers@queensquarefht.ca
Please include the following reference in the subject line: **RD-01082013**

We thank all applicants for their interest, however, only those selected for an interview will be contacted. Please note any telephone/ email inquiries related to this role won't be accepted.