

**NUTRITION SPECIALIST
COMPETENCY PROFILE**

Description of Work: Positions in this banded class plan, implement, and modify nutritional programs to assist in the promotion of health and control of disease. Work requires professional knowledge of the principles and practices of food and nutrition. Employees in this class analyze clinical and nutritional data in order to recommend appropriate supplemental foods based upon the clients' nutritional needs and food preferences; instruct patients, students, and other professionals and paraprofessionals regarding medical nutrition therapy, techniques, and procedures; collect, compile, evaluate, and analyze patient data; and may manage small nutritional, education, outreach, and wellness programs.

ROLE DESCRIPTIONS BY COMPETENCY LEVEL		
Contributing	Journey	Advanced
<p>Positions in this banded class perform entry-level duties in the planning and implementation of standard nutritional assessments, nutritional care plans, and dietary instructions. Work is performed to support a nutritional program. Work at this level requires basic knowledge of the principles & practices of nutrition and/or dietetics related to the specialty area, the collection and storage of patient data/information, working within established guidelines, and providing basic patient instruction.</p>	<p>Positions in this banded class plan, develop, and adapt comprehensive nutritional assessments, nutritional care plans, and dietary instructions for patients with multisystemic medical/nutritional conditions. Work is performed with minimal supervision in support of a small nutritional program. Work at this level requires a full knowledge of the principles & practices of nutrition and/or dietetics related to the specialty area; the collection and analysis of data from multiple sources; interpreting, applying, and recommending modifications to guidelines with minimal input; and providing nutritional training and/or consultation to paraprofessional and professional staff, agencies, and groups. Work may include assisting in developing new strategies, programs, projects or initiatives and the supervision of the activities of a small nutritional program.</p>	<p>Positions in this banded class plan, develop, and adapt complex, comprehensive nutritional assessments, nutritional care plans, and dietary instructions for patients in a specialized area who are at a higher risk. Work is performed independently and may include administrative efforts of a nutritional program or programs. Work at this level requires a comprehensive knowledge of the theories, concepts, practices, and techniques of nutrition and/or dietetics related to the specialty area; analysis and reconciliation of data/information for reports; trend identification and interpretation; independently interpreting, applying, and/or modifying guidelines; and providing advanced level nutritional training and consultation to medical staff, paraprofessionals, professionals, agencies, and groups. Work may include the development and operation of multiple small nutritional programs or a large program, to include budget development.</p>

Note: Competency statements are progressive and not all competencies apply to every position/employee. Evaluate only those that apply. For positions with some supervision consider the highest level of professional work performed.

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Competency	Definition
Knowledge - Professional	Possession of a designated level of professional skill and/or knowledge in specific area(s) and to keep current with developments and trends in area(s) of expertise, usually acquired through post-secondary education.
Data Analysis/Records Administration	Applies knowledge of data/information collection methods, data/information management systems, statistical theory, and project/program knowledge to compile, assimilate, organize, and store data/information; reviews, compiles, summarizes and analyzes data/information to prepare reports. Ability to monitor and collect research data to access accuracy, validity, and integrity.
Patient Care	Ability to assess, prevent, and treat patients in a clinical or medical setting. Ability to manage the physical and mental well being through on going education.
Decision Making	Knowledge of and ability to use effective approaches for choosing a course of action or developing appropriate solutions and/or reaching conclusions. Ability to take action consistent with available facts, constraints, and anticipated consequences.

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Knowledge - Professional

Possession of a designated level of professional skill and/or knowledge in specific area(s) and to keep current with developments and trends in area(s) of expertise, usually acquired through post-secondary education.

Contributing	Journey	Advanced
1. Demonstrates basic knowledge of the principles and practices of nutrition and/or dietetics related to the specialty area.	1. Demonstrates full knowledge of the principles and practices of nutrition and/or dietetics related to the specialty area, to include application of nutritional theories and concepts. May act as a technical resource.	1. Demonstrates comprehensive knowledge of the theories, concepts, practices, and techniques of nutrition and/or dietetics related to the specialty area.
2. Interprets and applies guidelines, program goals, and standards.	2. Interprets, applies, and recommends modifications to guidelines with limited technical oversight.	2. Independently interprets, applies, and/or modifies guidelines.
3. Researches information for development of new programs.	3. May assist in developing new strategies, programs, projects, or initiatives.	3. Develops and/or manages new strategies, programs, projects, or initiatives.

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Data Analysis/Records Administration

Applies knowledge of data/information collection methods, data/information management systems, statistical theory, and project/program knowledge to compile, assimilate, organize, and store data/information; reviews, compiles, summarizes and analyzes data/information to prepare reports. Ability to monitor and collect research data to access accuracy, validity, and integrity.

Contributing	Journey	Advanced
1. Uses established data/information systems and/or procedures to collect and store data/information; reviews data and information for completeness and accuracy within well-defined parameters. Includes charting of patient information within a clinical setting.	1. Compiles and organizes data/information from different sources to develop reports using established format.	1. Analyzes and reconciles data/information for reports from different internal and external sources. May serve as a project/team leader.
2. Assists higher level professionals with the preliminary calculation and analysis of data.	2. Intermediate calculation and analysis of data involving identifying trends.	2. Advanced data analysis involving identification and interpretation of trends in order to effect change in a program or facility setting. Usually involves quality control measures.
3. NA	3. Assists in preparation of reports and/or publications.	3. Co-authors/authors reports and/or publications.

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Patient Care

Ability to assess, prevent, and treat patients in a clinical or medical setting. Ability to manage the physical and mental well being through on going education.

Contributing	Journey	Advanced
1. Applies basic knowledge, processes, methods, and/or procedures for patient services.	1. Applies full knowledge, processes, methods, and/or procedures for a variety of patient services.	1. Applies comprehensive knowledge, processes, methods, and/or procedures for a variety of patient services. Mentors/trains others.
2. Develops nutritional assessments, nutritional care plans, and dietary instructions.	2. Develops comprehensive nutritional assessments, nutritional care plans, and dietary instructions for patients with multisystemic medical/nutritional conditions.	2. Develops complex, comprehensive nutritional assessments, nutritional care plans, and dietary instructions for patients with a variety of chronic and acute medical/nutritional conditions who are high risk in a specialty area.
3. Provides basic instruction to patients, students, and others regarding nutrition plans, techniques, and procedures.	3. Provides nutritional training and/or consultation to paraprofessional and professional staff, dietetic interns, agencies, and groups.	3. Provides advanced level nutritional training and consultation to medical staff, paraprofessionals, professionals, agencies, and groups. This most often includes in-service consultation with interdisciplinary teams.

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Decision Making

Knowledge of and ability to use effective approaches for choosing a course of action or developing appropriate solutions and/or reaching conclusions. Ability to take action consistent with available facts, constraints, and anticipated consequences.

Contributing	Journey	Advanced
1. Follows standard nutrition/dietetic care plans and treatment programs.	1. Develops and adapts nutrition/dietetic care plans and treatment programs, as needed.	1. Develops and adapts complex nutrition/dietetic care plans and treatment programs.
2. NA	2. May supervise the activities of a small nutritional program.	2. Develops and operates multiple small nutritional programs or a large program.
3. NA	3. NA	3. Participates in program administration including budget development.

Recommended Minimum Training Guideline: Graduation from a four-year college or university with a bachelor's degree in foods and nutrition dietetics or public health nutrition; or completion of an ADA Dietetic internship with ADA Commission; Dietetic Registration eligibility preferred.

Degrees must be received from appropriately accredited institutions.

Special Note: This is a generalized representation of positions in this class and is not intended to identify essential work functions per ADA. Examples of competencies are primarily those of the majority of positions in this class, but may not be applicable to all positions.