

## Job Description

**JOB TITLE:** Renal Nutrition Specialist

**REPORTS TO:** Medical Director and Nurse Manager

**SUMMARY:** The Renal Dietician, in consultation with the Attending Physician, is responsible for assessing the nutritional and dietetic needs of each patient, recommending therapeutic diets, counseling patients and their families on prescribed diets, and monitoring adherence and response to diets [Federal Register, Vol. 41, No. 1 08, 405.2102(d)] by performing the following duties.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES (additional duties may be assigned):**

- Initially assesses the patient's nutritional needs by collecting and/or obtaining subjective and objective data and utilizing that information and the dietary recommendations of the Attending Physician to develop and implement a plan for the provision of optimal nutritional care.
- Counsels patient and families, separately and together, in nutrition principles, dietary plans, food plans, food selections, economies, and adapting dietary modifications to the patient's lifestyle.
- Gathers and documents in the patient's medical record subjective and objective data in order to assess and modify the patient's nutritional care plan in accordance with regulatory requirements on an ongoing basis.
- Participates in patient care planning by providing evaluation of patient's nutritional problems, procedures, or services required in development of total care plan as necessary to meet regulatory requirements. This includes home visits for home patients, as needed.
- Provides information and assistance to the patient and their family in order to meet the patient's needs by utilizing community agencies and services to augment nutrition services.
- Compiles and develops educational materials to be used as teaching aids in diet and nutrition education of patients and staff. Participates in new staff orientation and ongoing education concerning the role of the Renal Dietician in the care of patients.
- Participates in administrative and staff programs as required; this includes, but is not limited to, attending staff meetings and in-services. Serves on the CQI Committee, CKD Committee (if one exists), Patient Care Committee, Risk Management Committee, Infection Control Committee, and any other designated patient care committees.
- Maintain records as per regulation and assures that documentation is completed in a timely manner. If a patient's condition is termed "unstable," then the dietitian will review and document monthly until the problem is resolved. In addition, a formal review, evaluation, and update of Dietary Section of the Patient Care Plan.
  - An "unstable" condition in a dialysis patient, who is deemed to be unstable related to dietary, is defined as:
    1. Undesired weight loss
    2. Marked and consistent high inter-dialysis weight gain
    3. Dietary non-compliance resulting in severely elevated or depressed blood laboratory values
    4. Inability to consume adequate nutrition, adequate nutrition, requiring nutritional supplements
- Maintains technical knowledge through reviewing current literature, attending in-services, and professional meetings.
- Actively supports and promotes appropriate attitudes and loyalty to management.

- Maintains a clean and orderly work environment.

**QUALIFICATION REQUIREMENTS:**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**EDUCATION and/or EXPERIENCE:**

Bachelor's Degree or advanced degree from an accredited college or university with a major field of interest in food and nutrition or dietetics; at least one year experience in clinical nutrition, preferably with special interest and knowledge in nutritional problems of patients with End Stage Renal Disease (ESRD); and/or be eligible for registration by the American Dietetic Association (ADA) under its requirements.

**LANGUAGE SKILLS:**

Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations; ability to write reports, business correspondence, and procedure manuals; ability to effectively present information and respond to questions from physicians, managers, patients, and staff members.

**MATHEMATICAL SKILLS:**

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals; ability to compute rate, ratio, and percent, and to draw and interpret bar graphs.

**REASONING ABILITY:**

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists; ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

**CERTIFICATES, LICENSES, and REGISTRATIONS:**

Registered Dietitian or eligible for registration by the ADA under its requirements. Must possess and maintain current licensure in the state of employment.

**PHYSICAL DEMANDS:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit, talk, and hear.

The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

**WORK ENVIRONMENT:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Since this is a health care environment, there is a possibility of exposure to infectious/contagious diseases, hazardous chemicals and materials, needle sticks, and blood and body fluids. Further information regarding the position's specific work environment and exposure to categories are provided during orientation. This position is classified as a CATEGORY II.