



About Cincinnati Children's

Cincinnati Children's, a nonprofit academic medical center established in 1883, is one of the oldest and most distinguished pediatric hospitals in the United States.

Clinical Services

We offer comprehensive clinical services, from treatments for rare and complex conditions to well-child care. In the 2019-20 U.S. News & World Report survey of best children's hospitals, Cincinnati Children's ranks No. 3 among all Honor Roll hospitals.

With more than 600 registered beds, Cincinnati Children's had more than 1.3 million patient encounters and served patients from all 50 states and 58 countries, including 589 international patients, in fiscal 2017.

Education & Training

Through an academic affiliation dating to 1926, Cincinnati Children's comprises the Department of Pediatrics at the University of Cincinnati College of Medicine. We train more than 600 residents and clinical fellows a year in various pediatric specialties and offer some of the most highly ranked research-based education and training programs in the nation.

Research

We have been an important force in pediatric research since the opening of the Cincinnati Children's Research Foundation in 1931. Grant funding for our research has more than tripled in the last 15 years, supporting countless discoveries and the continued expansion of our areas of research.

Nutrition Therapy Department at Cincinnati Children's Hospital Medical Center

Infants, children and teens all have unique nutritional needs as they grow into adulthood. When medical complications exist, adequate growth is still a primary concern. At Cincinnati Children's, your child will receive individualized attention from our staff of nutrition professionals to assure that growth and nutritional well-being are sustained.

Our registered dietitians, dietetic technicians, certified lactation consultants and support staff have specialized training in pediatric nutrition for normal growth and development and therapeutic needs. Additionally, they practice family-centered care, taking into account the family's community setting and culture and how family members interact with nutrition and health. Thirty two subspecialty outpatient clinics are staffed by our dietitians at the main and satellite locations.

A Nutrition Clinic is offered at our main campus and several neighborhood locations. The clinic welcomes community physician referrals and families seeking nutrition counseling on an outpatient basis.

Why Choose Us?

All of our dietetics professionals maintain state and national credentials. Forty percent of the dietitians have an advanced degree and 40 percent have a specialty certification. Many of our dietitians have a certificate of training in childhood and adolescent weight management. All of our lactation consultants are internationally board certified.

Our formula room is state of the art with an extensive offering of specialized infant and child formulas.

Our kid-friendly menus include kosher, halal and vegetarian options, and we can accommodate a variety of food allergies.

Whether your child needs newborn care, transplant nutrition or help with weight management, our goal is to provide your child and family with the best evidence-based nutrition therapy available. We know that your child has somewhere to grow!

Clinical Manager – Nutrition Therapy opportunity available

Supervisors Title: Clinical Director I

Collaborative Relationships: Assistant Vice Presidents, Medical Directors, Business Directors, Directors, Administrative Department Management Representatives (Finance, Legal Services, Materials, Research Administration, Human Resources)

Titles Supervised: All personnel assigned to specified employee clock numbers, or shift, including supervisors, clinical professionals, technical professionals and administrative support.

TOTAL NUMBER OF FTE's DIRECTLY OR INDIRECTLY SUPERVISED: Varies

Purpose of Position: To provide clinical practice leadership for the operation of specified patient services departments within a Medical Center dedicated to the care of infants, children and adolescents. To direct clinical practice, coordinate patient service delivery, coach and develop staff, and manage the work environment. To serve as a resource for the assigned department (s).

Required Skills: Excellent verbal, written and interpersonal communication skills. Capable of relating to diverse age and demographic backgrounds. Analytical ability sufficient to evaluate data, make judgments and recommendations regarding operations and budgets, design protocols and generate well developed reports. Professional knowledge within specialty sufficient to assure quality of care. Possess knowledge of related outside regulating agencies, roles and responsibilities and knowledge of procedures and regulations specific to the assessment, care, patient rights and control of information for infants, children and adolescents. Demonstrated organization, leadership and management skills.

EDUCATION/WORK EXPERIENCE:

Required:

- Bachelor of Science and Registered Dietitian with license to practice in the state of Ohio.
- Minimum 3 years' progressively responsible experience;
- Prior operational and supervisory experience within a complex medical center required.

Preferred:

- Master's Degree in a related discipline preferred.

MAJOR DUTIES AND RESPONSIBILITIES:

1. **Leadership:** The Clinical Manager will provide programmatic leadership of the clinical component in the assigned areas to ensure quality patient care outcomes. The Manager will develop and implement goals, standards, policies, educational programs, procedures and practices in alignment with the strategic plan. Situations that affect daily operations will be monitored and appropriate actions taken. The Clinical Manager will participate in the development, coaching, motivation and evaluation of department personnel. Consistent communication will occur through facilitation of staff meetings, leadership team meetings and/or staff retreats. Interdisciplinary teamwork will be fostered. The employee's understanding of job requirements will be facilitated. Staff competence will be ensured through chart reviews and appropriate training/development. The Manager will consistently maintain positive relationships among all members of the team.

2. **Financial Management:** The Clinical Manager will provide information to the business director around February annually on projected needs for labor and capital equipment budgets for assigned area(s). This will include identifying areas for cost containment, developing, monitoring and managing productivity measures. The Clinical Manager will maintain accuracy of time reporting, payroll, and department position control. Financial management includes collaboration with Department and Business Directors on area-specific financial initiatives.

3. **Quality Improvement:** The Clinical Manager will foster an environment that promotes a spirit of inquiry and continuous quality improvement. Assigned service areas will be monitored to determine approaches for improvement activities. These activities include designing new processes, collecting, measuring, and disseminating data. Performance over time will be reviewed and reported. Based on evaluation, the process may be redesigned or improved. Quality patient care outcomes will be ensured through policy and guideline development or benchmarking with other hospitals. Quality Improvement initiatives extend beyond the service area, requiring collaboration with other departments in hospital-wide performance improvement initiatives.

4. **Regulatory Compliance:** The Clinical Manager will monitor unit compliance with all applicable regulatory agencies. This will be accomplished by maintaining environmental and documentation compliance via unit monitoring, rounds and chart reviews. The manager will design, implement and monitor corrective actions as identified by unit tracking.

5. **Clinical Support:** The Clinical Manager will be competent to support patient care delivery for their area as needed. They will provide charge/shift leadership duties as appropriate for their work area. The clinical manager will act as a liaison with in their area and amongst other departments and services to promote safe, quality patient care.

6. **Data Management:** Directs the development, maintenance and distribution of data bases for specific area. Ensures communication of information to all necessary personnel and departments.

7. **Project Management:** Coordinates and directs meetings regarding area projects. Serves as area project leader in the design and implementation of division/area improvements. Directs large and small scale projects which may require researching issues, information and data collection, analysis and presentation. Prepares documents to support project management and reporting.

8. **Shared Governance:** The Clinical Manager will ensure that shared governance model is the foundation for making decisions effecting professional practice. Included in this will be the Manager's active participation in the work of shared governance councils at the point of care and house-wide. This will be accomplished by both the Clinical Manager's membership on councils and the facilitation of staff participation in shared governance councils and projects. The Clinical Manager will support the growth of staff as leaders by providing guidance and mentoring.

The ideal Candidate:

The nutrition therapy department at Cincinnati Childrens Hospital Medical Center is one of the largest (if not the largest) in the pediatric space in the U.S. There is roughly 90 FTE's with four (4) different types of staff members working under the Clinical Director.

This division is very dynamic with a layered reporting structure. There are three (3) Clinical Managers that report up to the Clinical Director. Each Clinical Manager is responsible for working cohesively with the other managers and understanding how each decision they make can and will affect the rest of the department.

This nutrition therapy department in general has a great deal of organizational support. Each manager is equipped with the tools and resources to be successful and deliver on the needs of their patients. In addition to this support, there is a generous amount of resources offered to the staff in the way of clinical advancement, tuition reimbursement, benefits and pension plan.

The ideal candidate will have a Bachelor of Science, licensed as a Registered Dietitian with three (3) years of progressively responsible experience in a pediatric acute care setting. Need someone who has led staff before, who can manage a budget, develop and mentor staff, reallocation of resources, perform and manage performance reviews, the ability to constantly look ahead/plan and lead by example.