



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÅT ESPETÅT MIMURIÅT GUÅHÅN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913

Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



AREA OF CONSIDERATION – OPEN COMPETITIVE

TO ESTABLISH A LIST FOR THE POSITION OF

CLINICAL NUTRITION MANAGER

OPEN: November 09, 2023

CLOSING DATE: CONTINUOUS

ANN. NO.: 24-52

GENERAL PAY PLAN

OPEN: Q-01 \$73,788.00 P/A to Q-10 \$101,296.00 P/A

PROMOTION: Q-01 \$73,788.00 P/A to Q-18 \$130,052.00 P/A

MINIMUM EXPERIENCE AND TRAINING:

- A) Bachelor's degree from an accredited college or university with a major in Nutrition, Dietetics or other related fields with five (5) years of experience as clinical dietitian with two (2) years of supervisory experience; or
- B) Any equivalent combination of experience and training beyond the Bachelor's degree which provides the minimum knowledge, abilities and skills.

NECESSARY SPECIAL QUALIFICATIONS:

Must be a registered dietitian/Nutritionist by Commission on Dietetic Registration, licensed Clinical Dietitian by Guam Board of Allied Health Examiners, active membership with the Academy of Nutrition and Dietetics, and must have a Health Certificate (from Department of Public Health & Social Services, Division of Environmental Health).

Possession of a current certification in Basic Life Support (BLS) from the American Heart Association (AHA).

NATURE OF WORK:

This position directs the nutrition care process through supervision of clinical dietitians, dietetic technicians, and clerical staff, including nutrition screening, assessment, diagnosis, intervention, monitoring and evaluation, education, and menu processing according to established departmental policies.

Work is performed under direction; receiving guidance about general objectives in most tasks, determining methods, work sequence, and how to achieve objectives while operating within policy guidelines. Work is reviewed through submission of reports. This position reports to the Assistant Administrator of Professional Support Services.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Consults with physicians regarding dietary prescriptions; makes suggestions to modify diets to adapt to the individual needs of the patient. Ensures the preparation of quality food, which meets the nutritional and therapeutic needs of the patients and, in addition, ensures all food is flavorful, served attractively, and at the proper temperature. Addresses questions and concerns of patients and families, community members, and health professionals in accordance with evidence-based nutrition practices. Establishes and integrates department goals with hospital-wide goals and visions to provide optimal nutrition care. Demonstrates accountability for the proper use of patients' protected health information and adherence to institutional safety practices. Assesses, designs, implements, evaluates, and creates/updates nutrition care policies and procedures to achieve cost containment and improved patient outcomes, implements and maintains cost control procedures, adhering to budget while ensuring quality service. Manages, disciplines, and evaluates the performance of assigned department personnel based on job requirements and core competencies assigned to the job. Ensure the completion of all performance evaluations and competency assessments of employees in a timely manner as per hospital guidelines. Perform related work as required.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

- Knowledge of the principles of menu planning, general nutrition recommendations, education and counseling techniques, general nutrient composition of food, and appropriate sources of nutrition references.
- Knowledge in medical nutrition therapy and charting using NCPT (Nutrition Care Process Terminology).
- Knowledge of the principles and practices of Hospital Food Service.

- Knowledge of the principles and practices of supervision and management.
- Ability to interpret and apply pertinent program guidelines and requirements.
- Ability to maintain records and prepare reports of relative complexity.
- Ability to work effectively with employees and the public.
- Ability to communicate effectively, orally and in writing.
- Skill in using Microsoft applications.

EXAMINATION REQUIREMENTS: A written test may be required. When a written test is not required, applicants will be rated on a scale between 70.00 and 100 percent on the basis of their training, education and experience in relation to the minimum requirements of the positions. **Individuals with disabilities who require special accommodations should contact this office prior to any scheduled examination.**

EDUCATION REQUIREMENT: Applicants claiming education accomplishment, such as, degrees or credits are required to submit official or verified copies of university or college transcripts. Pursuant to Public Law 29-113, effective September 30, 2008, all new employment in the service of the government of Guam shall have, as a reasonable measure of job performance, minimum requirement of high school diploma or a successful completion of General Education Development (GED) test or any equivalent of a general education high school program, apprenticeship program or successful completion of certification program, from a recognized, accredited or certified vocational technical institution, in a specialized field required for the job.

CMS OMNIBUS COVID-19 HEALTHCARE STAFF VACCINATION REQUIREMENT: Pursuant to CMS regulation, all eligible staff, both current and new, working at either the acute hospital or the Skilled Nursing Facility, are required to be fully vaccinated against COVID-19. The CMS mandate applies to all eligible staff working at almost all CMS-certified facilities that participate in the Medicare and Medicaid programs. This includes facility employees, licensed practitioners, students, trainees, vendors, contractors and volunteers. Additionally, this includes individuals who provide care, treatment, or other services for the facility and/or its patients under contract or other arrangements, even at a third party location.

DRUG SCREENING AND PRE-EMPLOYMENT PHYSICAL MEDICAL EXAMINATION: All applicants tentatively selected for this position are required to submit to a urine test to screen for illegal use of drugs prior to appointment. All applicants accepting employment with Guam Memorial Hospital Authority must take and pass a pre-entry Physical examination and COVID screening and show proof of COVID vaccination.

PRIMARY SOURCE VERIFICATION: Applicants applying for positions in the Nursing and/or Allied Health Professional positions requiring licensure pursuant to Public Law 24-329 or National Credentialing Institution must obtain a verification of licensure upon notification of selection as a condition of employment. All cost incurred for licensure/ certification verification is at the applicant's expense.

VETERANS' PREFERENCE: Applications claiming veteran's preference are required to provide a copy of their DD-214 (Military discharge member 4 form). Those claiming Compensable Disability are required to provide verification from the Veteran's Administration.

DISABILITY PREFERENCE: Applicants wishing to claim Disability Preference should submit a Government of Guam Disability Certification form, certified by the Director of Public Health & Social Services.

POLICE AND COURT CLEARANCE: Pursuant to Executive Order No. 2005-34 and Public Law No. 28-24, all applicants accepting employment with Guam Memorial Hospital Authority must submit a police and Superior Court of Guam clearance of no more than 3 months old from the date of notification of selection as a condition of employment. The cost of the clearances is the applicant's responsibility. Off-Island applicants must obtain clearances from their last place of resident.

AREA OF CONSIDERATION AND INTERVIEW PROCESS: A personal interview, interview by telephone or video conferencing will be held by the appointing authority or his designee for eligible candidates referred via certification. Certification for interviews are prepared from valid eligibility listings in accordance with the area of consideration or examination and in the following order if available: 1) Departmental; 2) Government-wide; and 3) Open Competitive. Candidates will be contacted accordingly during active recruitment when their names are reached on the appropriate list.

Important Note: Individuals with disabilities who require special accommodations should contact the Equal Employment Opportunity Office at (671) 647-2104, prior to any scheduled interviews. If traveling off-island and/or if contact information has changed, all eligible candidates are responsible for notifying the Human Resources Office of any changes in contact information to include email and mailing addresses.

IMPORTANT INFORMATION: Public Law 99-603 (8USC, Section 1324A) requires the Government of Guam to verify the identity and work eligibility of all newly hired employees. All new employees shall be required to provide proof of identity and work eligibility to work in the United States.

If you are hired to fill a position in the Government of Guam, you will be required to present valid documents that will establish your identity and work eligibility.

WHERE TO APPLY: Applicants must submit the "Guam Memorial Hospital Authority – Employment Application" to the Guam Memorial Hospital Human Resources Department between the hours of 7:00 a.m. to 4:00 p.m., Monday through Friday. Closed on official Government Holidays, Saturday and Sunday or via email to human.resources@gmha.org. To ensure full consideration of your application, all supporting documents must be submitted with the application. For further information, call (671) 647-2409/2171 or visit the Guam Memorial Hospital Authority Human Resources Department at 850 Gov. Carlos Camacho Road Oka, Tamuning, Guam 96913. The Human Resources Department is located on the first floor within the Administration offices or visit the "gmha.org website" for other employment opportunities.

APPROVED:



LILLIAN Q. PEREZ-POSADAS, MN, RN
Hospital Administrator/CEO

CPD.