



## Health Job Family: **Nutritionist – Nutritionist Manager**

These generic job title summaries are intended to indicate the kinds of tasks and levels of work complexity that will be required of positions classified to any of these titles and are not intended to be construed as declaring the specific duties and responsibilities of any particular position. The use of particular expressions or illustrations describing functions within a specific job title does not exclude other duties of a similar kind and/or level of complexity. Positions are classified to a particular job title based upon the predominant level of expected work complexity.

### GENERIC JOB PROFILE SUMMARIES

Nutritionist INDIVIDUAL CONTRIBUTOR	Nutritionist Manager MANAGEMENT
	Provide leadership, expertise and oversight on a variety of programs focused on providing inclusive and equitable nutritional programs for all students including, and specifically, those with special dietary needs
Provide nutritional assessment to patient/clients; develop policies and guidelines on specialty nutrition-related patient referral, assessment and care.	Lead a Nutritional team as well as provide nutritional assessment to patient/clients; develop policies and guidelines on specialty nutrition-related patient/client referral, assessment and care.
Determine and develop individualized strategy of care for patient/client; design customized programs to address unique nutritional needs, based on individual’s lifestyle and health goals and monitor progress; as needed, consult with physicians and health care personnel.	Lead development strategy for care for patients/clients; oversee design and implementation of customized trainings programs to address unique nutritional needs, lifestyles and health goals and monitor progress while ensuring safe options; as needed, cultivate relationship with physicians and health care personnel as needed.
Conduct ongoing needs assessment monitoring trends and challenges on campus. Plan, develop, provide and communicate nutrition education programs and services.	May partner with appropriate health care personnel and/or Dining Management to conduct food allergy audits to identify potential obstacles and ensure a healthy balanced diet for general student population and specifically students with dietary needs; develop, implement and deliver nutrition education programs and services ensuring campus trends and challenges are met.
Counsel individuals and groups on basic rules of good nutrition, healthy eating habits, and nutrition monitoring to improve their quality of life; may provide integrated support for individuals with eating disorders and body image concerns as part of the Collaborative Health and Eating Program (CHEP).	Lead, counsel and implement best practices for individual and group counseling related to good nutrition, healthy eating habits, and nutrition monitoring to improve their quality of life; may lead and provide integrated support for individuals with eating problems and body image concerns as part of the Collaborative Health and Eating Program (CHEP).
May customize nutritional programming and implement dietary-care plans and nutritional counselling for student organizations and groups.	May collaborate with members of the Cornell Community and other stakeholders to develop nutrition and wellness focused strategies.
Coach patient/client, offering reinforcement, motivation and suggestions for overcoming challenges related to	Oversee and provide nutritional assessment to patient/client; develop policies and guidelines on specialty

<b>Nutritionist</b> <b>INDIVIDUAL CONTRIBUTOR</b>	<b>Nutritionist Manager</b> <b>MANAGEMENT</b>
the nutritional lifestyle change.	nutrition-related patient/client referral, assessment and care.
May serve as liaison to Residence Hall Directors and other Residential Programs or community partners to foster effective communication, referral and case management.	Provide direction and vision for Nutrition team in the development of nutritional and wellness focused strategy for the organization while foster effective communication with various committees and initiatives including but not limited to Division of Nutritional Sciences, Cornell Health, Student Disability Services, and Cornell Wellness and Cornell Dining.
Collaborate with members of the Cornell community and community groups to provide education and training on a wide range of issues related to health and health services.	Cultivate relationship Cornell community and community groups to develop, recommend and implement education and training on a wide range of issues related to nutrition and health services.
	Provide strategic leadership, mentoring and coaching to Nutrition team including employees, students and interns; prepare and deliver coaching, feedback and annual performance evaluations to assigned direct reports.

## JOB FACTOR PROFILE TABLE

FACTOR PROFILE	<b>11858 NUTRITIONIST, BAND G</b>	<b>XXXXX NUTRITIONIST MANAGER, BAND G</b>
<b>MINIMUM EDUCATION AND EXPERIENCE EQUIVALENCY</b>	Bachelor’s degree, NYS Certification (CDN) required; Must be registered through the Academy of Nutrition and Dietetics/Commission and 2 to 4 years relevant experience or equivalent combination.	Bachelor’s degree, NYS Certification (CDN) required; Must be registered through the Academy of Nutrition and Dietetics/Commission and 3 to 5 years relevant experience or equivalent combination.
<b>IMPACT</b>	Accountable for activities which have a substantial impact on operations, resources or the University's reputation.	Accountable for activities which have a substantial impact on operations, resources or the University's reputation.
<b>CONTACTS - INSIDE</b>	Contacts are throughout the University and involve providing guidance to others and/or coordinating activities.	Contacts are throughout the University and involve providing guidance to others and/or coordinating activities
<b>CONTACTS - OUTSIDE</b>	Provide/receive guidance, advice or information that must be analyzed and developed by the position	Provide/receive guidance, advice or information that must be analyzed and developed by the position
<b>CONTACTS - STUDENTS</b>	Frequent contact dealing with matters of a highly sensitive or personal nature (e.g., personal counseling such as academic, financial, medical or psychological), or providing academic instruction.	Frequent contact dealing with matters of a highly sensitive or personal nature (e.g., personal counseling such as academic, financial, medical or psychological), or providing academic instruction.

FACTOR PROFILE	11858 NUTRITIONIST, BAND G	XXXXX NUTRITIONIST MANAGER, BAND G
SUPERVISION	Provide on-the-job training, guidance, advice and counsel to other employees in a similar position	Provide supervision to employees within the department
COMPLEXITY	Frequently adapt, combine, or make improvements to services, products, processes or programs. Duties generally involve different and unrelated processes and methods. Work requires reasoning skills and judgment.	Occasionally required to develop new, imaginative or innovative solutions, services, products, processes or programs. Duties generally involve many diverse and unrelated processes and methods. Work requires sophisticated reasoning skills
LEVEL OF DECISION MAKING	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning or students.	Responsible for making decisions concerning policy-setting, research, planning or students.
FREEDOM OF ACTION	Directly affect several dept. within a college, school or administrative unit. Significant effect on students and employees.	Directly affect several dept. within a college, school or administrative unit. Significant effect on students and employees.
EFFECT OF DECISION MAKING	Very general supervision which requires interpretation of work policies and procedures, and, at times, deviation from standard work practices	Little direct supervision Considerable latitude for exercising judgment and self-direction.
WORKING CONDITIONS	Normal working conditions, including no or limited exposure to hazardous conditions/ materials/ equipment. Safety gear may sometimes be required	Normal working conditions, including no or limited exposure to hazardous conditions/ materials/ equipment. Safety gear may sometimes be required