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Interview Guide – Dietitian

Position: Dietitian

Organisation: [Insert ACCHS Name]

Panel Chair: [Name]

Panel Members: [Names]

Date: [Insert date]

Applicant: [Name]

1. Introduction (for the Interview Panel to read aloud)

Thank you for coming in today. Before we start, we would like to acknowledge the Traditional Custodians of the land on which we meet and pay our respects to Elders past and present.

This interview is for the position of Dietitian with [ACCHS Name]. We're looking to learn more about your professional experience, your approach to working with Aboriginal and Torres Strait Islander communities, and how you can support our service in delivering culturally safe, accessible nutrition and chronic disease care.

We'll ask you a series of questions about your clinical experience, communication style, teamwork, cultural awareness, and how you work in community-based settings. Please take your time when responding, we may take notes during your answers.

Do you have any questions before we start?

2. Interview Panel Instructions

- Ensure at least one Aboriginal panel member is present.
- Use yarning-style, conversational questioning where appropriate.
- Avoid interrupting or rushing responses — allow silence and reflection.
- Focus on strength-based assessment (what they bring, not just what's missing).
- Note examples and assess responses using the rating scale.

3. Rating Scale (Example)

Score	Description
5 – Excellent	Exceeds expectations, provides strong, relevant examples.
4 – Very Good	Meets expectations, gives clear and thoughtful responses.
3 – Satisfactory	Adequate response, limited examples but some understanding.
2 – Limited	Superficial or incomplete understanding.
1 – Unsatisfactory	No relevant experience or understanding shown.

4. Core Interview Questions

1. Can you tell us about your understanding of Aboriginal community health and any experience you have working with Aboriginal and Torres Strait Islander clients?
 - Prompt: How do you ensure your nutrition care is culturally safe?
 - Indicators: Respectful; culturally aware; patient-centred; understands community needs; strengths-based approach.

| 1 | 2 | 3 | 4 | 5 |

2. What does “cultural safety” mean to you when working with clients around food, nutrition, or chronic disease?
 - *Prompt:* Can you share an example of making a nutrition session or group workshop more welcoming or culturally appropriate?
 - Indicators: Emphasises trust, respect, inclusion; adapts communication; acknowledges cultural identity and community context.

| 1 | 2 | 3 | 4 | 5 |

3. What does “Aboriginal Community Controlled Health” mean to you?

- *Prompt:* Why is community control important in Aboriginal health?
- *Indicator:* Mentions self-determination and community leadership; understands holistic health (physical, social, emotional, spiritual); recognises the role of community voice and Aboriginal governance.

| 1 | 2 | 3 | 4 | 5 |

4. Tell us about your experience in dietetics, particularly in chronic disease prevention and management.

- *Prompt:* Have you worked in community, rural, or group-based education settings?
- *Indicators:* Demonstrates clinical competence; experience with nutrition assessments; ability to integrate dietetic care with broader chronic disease programs; multidisciplinary approach.

| 1 | 2 | 3 | 4 | 5 |

5. How do you explain nutrition concepts or dietary advice to clients with different levels of health literacy or food access challenges?

- *Prompt:* Can you give an example of how you have explained complex information simply and respectfully?
- *Indicators:* Clear communicator; avoids jargon; uses visual or practical resources; patient-centred; checks understanding.

| 1 | 2 | 3 | 4 | 5 |

6. How do you approach nutrition care when clients are managing multiple chronic conditions or facing barriers such as food insecurity, transport, or cultural obligation?

- Indicators: Trauma-informed; strengths-based; holistic; uses motivational interviewing; works collaboratively with team members; understands community context.

| 1 | 2 | 3 | 4 | 5 |

7. How do you manage your workload, documentation, and follow-up to ensure continuity of care?

- *Prompt:* Our service requires documentation to be completed within 24 hours — how do you manage this?
- Indicators: Organised; timely; understands PMS systems; meets clinic and admin KPIs; communicates clearly with the team regarding follow-up and case discussions.

| 1 | 2 | 3 | 4 | 5 |

Do you have any questions for us?

HR POST-INTERVIEW CHECKS

Item	Notes
References (x2)	
Working with Children Check	
National Police Check	
Start Date Availability	
Confirmation of Role (Fulltime, part time etc)	
Disclose of any health conditions that may affect duties	

5. Scoring

/ 35

Comments and Interview Reflection

6. Panel Summary and Recommendation

Strengths	Development Areas	Recommendation
		[Appoint / Consider / Not Suitable]