



EMPLOYMENT SUMMARY

Position Title: Dietitian Health Coach
Location: Milwaukee
Reports to: Director, Wellness
FLSA Status: Exempt
Date Prepared: 11/10/2021

OUR CHARITABLE ORGANIZATION

Food For Health is a social enterprise focused on realizing our vision of creating equitable access to healthy and happy lives. As a self-sustaining public charity, we are committed to normalizing the concept of Food Is Medicine and making nutritious and delicious food more accessible. We realize our vision in two ways: through our charitable Food For Health program focused on preventing, managing & reversing disease with a delicious, people-centered medically tailored meal program for our most vulnerable populations and through our Food Benefit Company which provides an employee benefit that strengthens people & organizations with an integrated food benefit that benefits life – 100% of the profits from The Food Benefit Company funds the charitable Food For Health Program.

We are grounded in our values. They define who we are, how we act and how we do business. And as a charitable organization focused on achieving social impact, they are the essence of what makes us unique and successful – because we stand for HEALTH. This is our commitment to the community, our employees and partners:

- **Humble:** We act with empathy & respect for others
- **Effective:** We deliver high-quality results optimizing impact
- **Accountable:** We take ownership personally & as a team
- **Lively:** We are energetic & act with urgency
- **Trusted:** We do what's right
- **Helpful:** We build value internally & externally

THE POSITION:

The position will work as a resource to guide and support a healthy lifestyle, centered around Food For Health's food philosophy. Promote wellness, help individuals embrace plant-forward eating, and help individuals realize their optimal well-being. Strong desires to coach, motivate, and support program participants. Use dietetics background to support participants as their coach and to provide input to overall program design and features.

POSITION SUCCESS FACTORS:

1. Engagement of assigned participants with program elements
2. Adherence of assigned participants to program requirements
3. Improved health outcomes of assigned participants

ESSENTIAL FUNCTIONS:

- Serve as a personal health coach to participants who are in various programs, and who are at varying stages with their lifestyle journey.



- Work with the complete health coaching and wellness team to seek continuous improvement in program offerings and levels of service.
- Lead various types of nutrition group classes.
- Collaborate with health/wellness and food operations team to maximize food philosophy and resulting products.

KEY RESPONSIBILITIES:

- Perform weekly wellness coaching to help improve health, quality of life and decrease risk factors.
- Guide participants in setting, achieving, and tracking SMART goals.
- Perform onsite biometric screenings, including finger sticks, blood pressure, body composition, etc.
- Evaluate and document participant progress, keep records and statistics.
- Adhere rigorously to program defined coaching protocols and procedures.
- Provides support, accountability, and guidance to coaching participants.
- Use biometric values and motivational interviewing to move participants toward improved health outcomes.
- Participate in internal team feedback to strengthen the program, yourself, and other team members.
- Facilitate educational seminars and workshops on various health/wellness/fitness topics.
- Strict adherence to HIPAA guidelines.
- Meet periodically with food operations and/or other teams to evolve nutritional guidelines.
- Complete periodic tasks to ensure internal adherence to nutritional guidelines.

EXPECTED BEHAVIOR:

- Represent Food For Health's vision, values and capability with passion and integrity
- Develop a strong rapport, partnership, and trust with program participants.
- Exhibits an upbeat attitude, a genuine interest in others that energizes others and heightens morale.
- Provide empathetic and nonjudgmental support to participants.
- Demonstrate a passion for the importance of healthy food as part of consumer lifestyles

PERSONAL SKILLS/ATTRIBUTES:

- Mastery of Spanish language is required
- Master's Degree in a nutrition field is required.
- Must be a Registered Dietitian.
- Registration with the Commission of Dietetics Registration is required. Registry-eligible acceptable with registration required within 90 days of hire.
- Certification as Dietitian with the State of Wisconsin within 6 months of hire.
- Valid driver's license with a safe driving record
- 1+ year coaching experience in areas such as: nutrition, weight mgmt., or health lifestyle behavior change.
- Strong desires to coach, motivate, and support program participants.
- Experience or knowledge of management of chronic health conditions, especially as it relates to Diabetes, Cardiovascular Disease, Obesity, Hypertension and Maternal Health.
- Passionate about making a positive change in the lives of others.
- Experience in motivational interviewing and active listening



- Excellent written and oral communication skills
- A plus if:
 - Certified as a diabetes educator.
 - Experience conducting seminars on a variety of nutrition topics.
 - Health coaching certification CHES (Certified Health Education Specialist)

WORKING CONDITIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Schedule is Monday-Friday, standard business hours, but will require flexibility to work two evenings per week until 7 pm and one Saturday per month from 8am-1pm. On occasion, must be able to travel to client sites within Southeastern Wisconsin.

The above statements describe the general nature and level of work only. They are not an exhaustive list of all required responsibilities, duties, and skills. Other duties may be added, or this summary amended at any time.

Employee Name – Print

Manager Name – Print

Signature

Date

Signature

Date