

Ethicist

Job ID2023-107540

Come work as an Ethicist with Vancouver Coastal Health (VCH)!

Vancouver Coastal Health is looking for an Ethicist to join the Ethics team. You will be supporting ethics education, conducting ethics consultations and engaging in policy reviews. Apply today to join our team!

As an Ethicist with Vancouver Coastal Health you will:

- Act as an expert resource, responsible for contributing to building the ethics capacity and to meeting the ethics needs of Vancouver Coastal Health (VCH).
- Foster and maintain broad internal and external contacts for the purposes of developing, implementing and nurturing an organizational response for ethics issues and initiatives.
- Address ethical issues through analysis, consultation and presentation of current interdisciplinary ethical dialogue in light of the Mission, Vision and Values of Vancouver Coastal Health.
- Provide clinical and organizational ethics consultations, education to build organizational capacity for sound ethical decision making for community members, patients/clients/residents, families, staff, medical staff and leaders, and contribute to the development of relevant ethics related VCH policy and guidelines.
- Key working relationships include Operation and Corporate Directors/Managers throughout VCH, Medical Directors, and Medical staff, staff, patients/clients/residents, and community stakeholders.

Qualifications

Education & Experience

- PhD in Health Care Ethics, Philosophy, or Applied Ethics, with relevant experience and/or Fellowship in Ethics or; Master Degree in Ethics or Bioethics with relevant experience and/or Fellowship in Ethics, or; Other Degrees/Professional Designation with relevant experience and/pr Fellowship in Ethics

- For all qualifications categories above, it is preferable to have a minimum of two (2) years' recent related experience in a clinical setting including previous teaching, writing and/or research in the area of clinical ethics.
- Valid BC Driver's license, as local area travel requires the use of a vehicle.

Knowledge & Abilities

- Demonstrates ethics knowledge, expertise and delivery
- Demonstrates high quality and differentiated understanding of principle-based, contextual and other contemporary ethics approach
- Possesses expert analytic and information sharing abilities
- Formulates recommendations based on systematic analyses of ethical dilemmas and considering the interdependence of organizational systems and stakeholders
- Possesses awareness of and sensitivity to issues of diversity, equity, and inclusion.
- Possesses awareness of and sensitivity to Indigenous cultural safety.
- Demonstrates initiative and leadership skills in the management of ethical issues, policy input and/or development, review and implementation of a diverse environment
- Possesses effective presentation and teaching skills with a demonstrated ability to develop and deliver education programs and materials including on-line and webinar resources
- Responds to the needs of health care, public, and community stakeholders. Fosters collaboration and effective working relationships that promote cooperative goals and contribute to an atmosphere of trust and mutual respect
- Defines a vision and facilitate, guide, and mentor individuals and groups towards the vision, while maintaining group cohesiveness, motivation, commitment and effectiveness
- Identifies and implements improvements in work systems and manages resources to ensure that the highest possible level of quality service is achieved within existing financial parameters

Communication

- Possesses advanced communication skills
- Communicates effectively both verbally and in writing such that messages are understood; understands the essence and subtleties of the communication and the intended audience
- Demonstrates excellent English writing skills

Conflict Resolution



- Possesses advanced problem-solving, conflict resolution and mediation skills
- Applies superior conflict management skills and expertise to persuade and negotiate effectively to lead and implement change and/or resolve issues/disputes

Personal

- Demonstrates ability to work successfully in a team setting and to work independently
- Accepts new initiatives and champions the implementation process amongst team members
- Continuously identifies and implements improvements in work systems and manages resources to ensure that the highest possible level of quality service is achieved within existing financial parameters.
- Demonstrated ability to manage, prioritize and accomplish objectives
- Demonstrates ability to plan and organize workload activity
- Demonstrates ability to use word processing, spreadsheet, database, project management and presentation software applications
- Possesses physical ability to perform the duties of the position

This Role Description is intended to describe the general nature and level of work performed and is not necessarily an exhaustive list of accountabilities, qualifications and competencies required.

Closing Statement

As per the current Public Health Orders (Long Term Care/Seniors Assisted Living Provincial Health Officer Order and the Health Sector Order), as of October 26, 2021, all employees working for Vancouver Coastal Health must be fully vaccinated for COVID-19. Proof of vaccination status will be required.

WHY JOIN VANCOUVER COASTAL HEALTH?

VCH is a world class innovator in medical care, research and teaching, delivering service to more than one million BC residents. At VCH, we embrace thinking boldly, taking smart risks, and 'going first' when we believe it will lead to the best possible outcomes for patients and their families. We invite you to join us in creating healthy lives in healthy communities by showcasing our passion for care, connection to the communities we serve and our culture of teamwork that makes VCH a great place to work.

- Comprehensive health benefits package, including MSP, extended health and dental and municipal pension plan

- Grow your career with employer-paid training and leadership development opportunities
- Wellness supports, including counselling, critical incident and innovative wellness services are available to employees and their immediate families
- Award-winning recognition programs to honour staff, medical staff and volunteers
- Access to exclusive discount offers and deals for VCH staff

Diversity, equity, and inclusion are essential to our goals of creating a great place to work and delivering exceptional care. We acknowledge and accommodate unique differences and ensure special measures are in place so that all prospective and current employees are given an opportunity to succeed.

We are committed to building a representative workforce and encourage applications reflecting diversity of sex, sexual orientation, gender identity or expression, racialization or ancestry, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person.

Vancouver Coastal Health is proud to be recognized as one of Canada's Top 100 Employers in 2023.

Only short-listed applicants will be contacted for this posting. Thank you for your interest in Vancouver Coastal Health.

[Click here to apply online today](#)

