

CLINICAL AND ORGANIZATIONAL ETHICIST

Hamilton Health Sciences

(full-time, permanent position)

Application Deadline: May 7, 2021

Apply at <https://hhsc.taleo.net/careersection/1/joblist.ftl>

Job Number: 87613

Program and Context

The Program for Ethics and Care Ecologies (PEaCE) at Hamilton Health Sciences (HHS) invites applications for a full-time clinical and organizational ethicist. The PEaCE program is an innovative, interdisciplinary and region-wide program that includes: clinical and organizational ethics practice at HHS; collaborative regional ethics practice through the Regional Ethics Network (REN - www.regionalethicsnetwork.com); Medical Assistance in Dying (MAiD); resilience support for healthcare workers; and psycho-spiritual care.

HHS has a tradition of excellence in health care ethics, and has the longest standing clinical ethics committee in Canada. The PEaCE program has won a Leading Practice award from Accreditation Canada three times in a row: in 2011 for developing high-quality clinical and organizational ethics services from bedside to boardroom; in 2015 for its innovative programs in promoting resilience amongst health professionals; and in 2019 for its program aimed at building capacity for ethics consultations through regional partnership and training.

Hamilton Health Sciences is comprised of six hospitals and a cancer centre, with 15,000 staff, researchers and physicians, serving more than 2.2 million residents in Central South West Ontario. We're the only hospital in Ontario that cares for all ages, from pre-birth to end-of-life, making HHS one of the most comprehensive health care systems in Canada. We offer world-leading expertise in many areas, including cardiac and stroke care, cancer care, palliative care and pediatrics. HHS is an academic health centre affiliated with the Faculty of Health Sciences at McMaster University. This allows patients to benefit from innovative treatments/research, and staff and students to actively participate in research and teaching endeavours.

The Regional Ethics Network provides support for hospitals across the Hamilton-Niagara-Haldimand-Brant and Waterloo-Wellington regions. In addition, REN also supports community agencies providing services to patients, clients and residents who, for example, receive community mental health and addiction care, participate in adult day programs or live in different types of congregate settings. With ethics services extending to several Ontario Health Teams, the regional coverage reaches the complete spectrum of healthcare and social services in our geographical catchment.

Home to more than half a million residents, Hamilton is situated at the western tip of Lake Ontario midway between Niagara Falls and Toronto. Hamilton has a rich and diverse cultural community with a thriving artistic scene, its own professional theatre company, art galleries and professional sports team. Hamilton is renowned for its beautiful waterfalls, forests and wetlands; the Royal Botanical Gardens and the Bruce Trail are within minutes of the hospital sites.

Roles of the Clinical and Organizational Ethicist

The Clinical and Organizational Ethicist acts as a resource to the HHS community (including staff, leaders, physicians, learners, patients and families) to enhance patient care, staff work life and advance the strategic goals of HHS. The Clinical and Organizational Ethicist provides ethics services to every clinical area of the hospital, and provides support to non-clinical areas through organizational ethics consultation and policy work. This is a position with a wide span of control, including direct performance management of ethics services and ethics learners. The Clinical and Organizational Ethicist reports directly to the Director of PEaCE, and works in close collaboration with other ethicists, with ethics fellows, and with ethics consultants and champions both within HHS and with our Regional Ethics Network community partners.

This role offers the opportunity to participate in innovative ethics practice; to explore ethics issues from pre-birth to end of life; to collaborate with organizations and providers across the continuum of care; and to continuously learn and grow in a supportive interdisciplinary professional community.

The Clinical and Organizational Ethicist is accountable for:

- Growing and managing an effective clinical and organizational ethics program that meets emerging standards and best practices
- Acting as a project manager to develop systems, policies and resources within HHS and the region to enhance the integration of ethics from bedside to boardroom
- Acting as an ethics consultant to clinical teams, leaders and corporate committees
- Advancing the field of bioethics through professional service, original research and knowledge translation activities

To fulfill these accountabilities, the Clinical and Organization Ethicist will:

- 1) educate stakeholders about clinical and organizational ethics
- 2) facilitate ethical analysis and mediate conflicts related to clinical and organizational ethics issues
- 3) advocate for ethical practices, policies and systems
- 4) develop structures, resources and research to enhance the integration of ethics in healthcare
- 5) collaborate to enhance ethical practice across all clinical programs and populations in the hospital and with community partners
- 6) contribute to corporate committees, strategic projects and initiatives related to ethics

- 7) recruit, train and mentor members of the ethics consultation team and ethics learners

Qualifications

1. Graduate degree in bioethics-related field; Masters degree minimum, Doctorate preferred
2. Minimum 3 years working in a healthcare setting
3. Clinical background or formal clinical ethics training
4. Demonstrated skills in leadership, consulting, teaching, facilitation, interpersonal relationship-building, team building, and analysis of bioethics issues
5. Excellent communication skills (English), including writing for academic and lay audiences
6. Demonstrated ability to be self-directed and independent, reflective, compassionate, mature, collaborative and committed to quality and innovation
7. Experience in curriculum development and delivery of education
8. Demonstrated project management and quality improvement experience
9. Demonstrated experience in policy analysis, development and implementation an asset
10. Training/experience in mediation an asset
11. Demonstrated ability to develop collaborative research projects an asset

Scheduled Work Hours

Monday to Friday, days

Apply through the Hamilton Health Sciences website by [clicking here](#)

Application includes: current CV, letter of Intent, names of 2 references (contacted only after interview). All internal and external applicants may ONLY apply via the Careers website.

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Direct Inquiries to: officeofethics@hsc.ca