

We are recruiting ...

CLINICAL AND ORGANIZATIONAL ETHICS FELLOWS

FULL-TIME AND PART-TIME

Duration: September 2024-August 2025

Application Deadline: June 14, 2024

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

Job Numbers: Full-time 112859 and Part-time 112856

The Program for Ethics and Care Ecologies (PEaCE) at Hamilton Health Sciences (HHS) is recruiting both full-time and part-time Ethics Fellows for Fall 2024. In our cutting-edge ethics program that spans both tertiary and community care, Fellows will have the opportunity to receive training and mentorship to help prepare for a career as a practicing healthcare ethicist. HHS ethics fellowship graduates have gone on to find full-time permanent positions as ethicists in communities across Ontario.

Ethics Fellows have the option of working full-time or part-time. The full-time fellowship (1.0FTE) is intended for candidates who have academic training in bioethics (minimum Master's) *but no professional clinical experience*. The part-time fellowship (0.5 FTE) is for candidates *with a health professional background as well as academic training in bioethics* (minimum Master's), but who lack experience in the practice of healthcare ethics. *NOTE: Part-time Fellows are welcome to hold another role outside of HHS during the course of their Fellowship.*

The overall goal of the Ethics Fellowship program is to support qualified candidates to build the requisite skills and knowledge to pursue a career in healthcare ethics. This training program focuses on core competencies that develop the Fellows' ability to address ethical issues in diverse patient care settings, conduct ethics consultations, engage in interdisciplinary collaboration to improve the quality of care and moral climate, and build ethics capacity across a health system. Fellows receive supportive supervision and mentorship from the Clinical & Organizational Ethicists at Hamilton Health Sciences. Graduates of the HHS Ethics Fellowship program have gone on to successful careers in healthcare ethics with organizations across Ontario.

Ethics Fellows work and train in a dynamic team environment within the HHS Program for Ethics and Care Ecologies (PEaCE). PEaCE is an innovative, interdisciplinary and region-wide program that includes: clinical and organizational ethics practice at HHS; Medical Assistance in Dying (MAiD); resilience support for healthcare workers; psycho-spiritual care; and collaborative regional ethics practice through the Regional Ethics Network (REN). The REN provides clinical and organizational ethics support for five community hospitals across the Hamilton-Niagara-Haldimand-Brant and Waterloo-Wellington regions. In addition, the REN enables ethics capacity building within a wide range of community agencies, including community mental health and

addiction services, adult day programs and different types of congregate settings (See: www.regionalethicsnetwork.com).

Our Fellowship Offers:

- Comprehensive training in clinical ethics consultation and conflict resolution
- Participation in Accreditation Canada survey preparation
- Opportunity to experience diverse patient populations, hospital settings and community health services
- Exposure to ethical issues from pre-birth to death
- Participation on a variety of ethics committees
- Continuous and supportive mentorship from staff ethicists and program director
- Collaboration with other members of the PEaCE team (MAiD, Psycho-Spiritual Care and Resilience Support)
- Participation in creating and delivering ethics educational resources and events
- Participation in policy review, development and evaluation
- Preparation for an active career as an ethicist in a variety of health care settings
- Participation in research and scholarly activities

Qualifications:

- ✓ Minimum masters or terminal professional degree (MA, JD, PhD, MD or equivalent)
- ✓ Graduate training in bioethics or applied ethics
- ✓ *For candidates seeking a part-time fellowship only: health professional experience*
- ✓ Canadian citizen or permanent resident
- ✓ Strong presentation skills
- ✓ Some project management experience
- ✓ Ability to be self-directed, as well as receive feedback and direction
- ✓ Experience working collaboratively within a diverse team; preferably in healthcare
- ✓ Strong organizational skills—ability to manage multiple priorities to meet deadlines
- ✓ Excellent oral and written communication skills in English
- ✓ Character traits: reflective, self-aware, committed to diversity and inclusion, compassionate, respectful, collaborative, curious, and ethically-attuned

Position Context

HHS has a tradition of excellence in health care ethics, and has the longest standing 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 clinical expertise in many areas, including cardiac and stroke care, cancer care and pediatrics. HHS is an academic health centre affiliated with the Faculty of Health Sciences at McMaster University.

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, professional theatre, art galleries and sports teams. 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.

Position Details:

- Work hours: Monday to Friday, days
- Temporary Position: September 2024-August 2025 (with possibility of extension)
- Location: Hamilton (with some travel to regional sites, 4x/month)
- Salary is comparable to other training programs offered at HHS: \$21.00/hr.
- Direct inquiries to: officeofethics@hsc.ca

Application Process:

- Apply through the Hamilton Health Sciences website by [clicking here](#)
- **The deadline for receipt of completed application package is June 14, 2024.** Only complete application packages will be reviewed and considered for interviews.
- Applications MUST include:
 - Current curriculum vitae
 - A letter describing: your interest in the fellowship; how the fellowship fits into your career goals; your professional and academic preparation; your specific learning goals as a Fellow and why you feel you are a strong candidate. Indicate whether you are interested in a full-time fellowship or a part-time fellowship (*for health professionals only*).
 - Names of two references: 1 academic, 1 professional/work related (upon request)
 - 1 writing sample (i.e. an academic paper)

Hamilton Health Sciences is an equal opportunity employer and we will accommodate any needs under the Canadian Charter of Rights and Freedom, Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Hiring processes will be modified to remove barriers to accommodate those with disabilities, if requested. Should any applicant require accommodation through the application processes, please contact HR Operations at 905-521-2100, Ext. 46947 for assistance. If the applicant requires a specific accommodation because of a disability during an interview, the applicant will need to advise the hiring manager when scheduling the interview and the appropriate accommodations can be made.