

We are recruiting a...

CLINICAL AND ORGANIZATIONAL ETHICIST

(full-time, permanent position)

Application Deadline: March 31, 2024

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

Job Number: 111293

The Program for Ethics and Care Ecologies (PEaCE) at Hamilton Health Sciences (HHS) is recruiting a Clinical and Organizational Ethicist. In our cutting-edge ethics program we offer a competitive salary, a hybrid working arrangement, a high-functioning interdisciplinary team environment and a supportive ethics community of practice. As an Ethicist at HHS you will have the opportunity to shape the future of ethics in Canada through innovative program development, mentoring Ethics Fellows, engaging with diverse clinical and organizational ethics issues across hospital and community settings, and participating in research.

The Clinical and Organizational Ethicist provides leadership within HHS and the Regional Ethics Network (REN - www.regionalethicsnetwork.com) to enhance clinical care and staff work life, and to advance the integration of ethics across the health system. This dynamic role offers an experienced practicing healthcare ethicist a variety of exciting professional opportunities, including:

- ✓ Engagement with a wide variety of ethics issues across tertiary care, community hospitals and social services, spanning conception to end-of-life
- ✓ A hybrid work place embedded in a supportive, diverse interdisciplinary team environment
- ✓ Opportunities for creativity and innovation in ethics program development
- ✓ Leadership development through managing corporate committees, projects, ethics consultation services and ethics learners
- ✓ Collaborative research and quality improvement projects leading to publication
- ✓ Possible adjunct faculty appointment with McMaster University

The Clinical and Organizational Ethicist is accountable for:

- Growing and managing effective clinical and organizational ethics services at HHS and within partner hospitals and agencies
- Facilitating ethical analysis and mediating conflicts related to clinical and organizational ethics issues (i.e. performing ethics consultations)
- Acting as a project leader to develop systems, policies and practices to enhance the integration of ethics from bedside to boardroom
- Building ethics capacity and standardizing ethics practice within the health system through education, coaching, and resource development

- Advancing the field of bioethics through professional service, original research, quality improvement and knowledge translation activities
- Recruiting, training and mentoring members of ethics committees, consultation teams and ethics learners

Qualifications

- ✓ Graduate degree in bioethics-related field; Masters degree minimum, Doctorate or terminal degree equivalent preferred
- ✓ Experience working in a health system: clinical background or clinical ethics training (minimum 3 years)
- ✓ Demonstrated interpersonal skills: leadership, conflict resolution, consulting, teaching, facilitation, relationship-building, stakeholder-engagement, team building
- ✓ Experience with analysis of complex clinical and organizational ethics issues
- ✓ Demonstrated ability to be self-directed and independent, reflective, compassionate, inclusive/cultural humility, respectful, collaborative
- ✓ Experience in design and delivery of education for diverse audiences (leaders, clinicians, community members)
- ✓ Demonstrated project management and quality improvement experience
- ✓ Excellent communication skills and capacity to synthesize information and write reports
- ✓ Experience in policy analysis, development and implementation, preferred
- ✓ Experience conducting and publishing original research, preferred
- ✓ Understanding of Ontario health systems and relevant legislation/policies, preferred

Position Context

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; 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 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.

The PEaCE program is the hub of the Regional Ethics Network, providing 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.

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
- Hybrid working arrangement negotiable
- Salary range (dependent upon experience): \$ 109,000-140,000 (CAD)
- Apply through the Hamilton Health Sciences website by [clicking here](#)
- Application MUST include: current CV, cover letter detailing intention in applying for the position and qualifications, a writing sample.
- Direct Inquiries to: officeofethics@hhsc.ca

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.