

ID: 2022-28593

Job Title: **Ethicist**

Unionized: Non-Union

# Positions: 1

Job Description:

---

**Position: Ethicist**

**Department: Ethics**

**File #: 2022-28593**

**Role level**

**Status: Full Time**

**Site: Mississauga Hospital**

**Hours of Work/Shift:** Primarily Monday to Friday – approx. two weekend day shifts per month  
37.5 hours per week – some local travel required

**Posted: August 15th , 2022**

**Internal Deadline: August 22st, 2022**

---

Trillium Health Partners (THP) is one of the largest community-based acute care facilities in Canada. Comprised of the Credit Valley Hospital, the Mississauga Hospital, the Queensway Health Centre, and the Reactivation Center at Humber. Trillium Health Partners serves the growing and diverse populations of Mississauga, West Toronto and surrounding communities and is a teaching hospital affiliated with the University of Toronto.

Our Mission: **A New Kind of Health Care for a Healthier Community**

Our Values: **Compassion, Excellence, Courage**

Our Goals: **Quality, Access, Sustainability**

Our Enablers: **People, Education, Innovation, Research**

We are looking for a talented and passionate individual to work as a member of the Regional Ethics Program and support the delivery of ethical, evidence-based decision-making from the point of care through to the boardroom. The Regional Ethics Program is an ethics service provider with a “hub and spoke” model of delivery. Trillium Health Partners is the “hub” and administrator of the Regional Ethics Program. “Spokes” are member organizations in the region that purchase services from the hub. Services are provided by fully trained ethicists with the support of local ethics facilitators/champions. The ethicists with the Regional Ethics Program work collaboratively across the hub and spokes. Their overarching role is to facilitate and support ethical decision-making throughout each organization through the identification, analysis, and resolution of ethical issues.

This role reports to the Senior Ethicist. The Ethics department is situated within the portfolio of the Executive Vice President of Quality, Risk, Practice and Performance.

THP is committed to internal talent, and therefore priority will be given to internal applicants.

**Key Qualifications and Skills:**

- Doctorate or Masters Degree in ethics or equivalent field

- Post-graduate fellowship training in clinical and organizational ethics
- Professional experience in a clinical setting
- Skills in ethics leadership, communication, consulting, teaching, facilitation/ mediation, relationship and team building

**Primary Responsibilities:**

The Ethicist is an employee of Trillium Health Partners and a member of Trillium's Regional Ethics Program. The Regional Ethics Program provides ethics services to Trillium Health Partners, as well as a number of other healthcare organizations in the region.

The services provided by the person in this position include leading and driving ethics initiatives and programs and providing direct and indirect support to clinical, research, and organizational practice through:

1. Program Building and Leadership
  - Identifying ethics needs of the organization and developing specific goals and plans to support achievement of those goals
2. Clinical, Research and Organizational Consultation:
  - Establishing and providing accessible and comprehensive consultation services to staff, patients and their families
  - Supporting and actively participating in relevant organizational committees and working groups
3. Education:
  - Providing comprehensive ethics education and resources to staff, patients and families, students, and the public
4. Policy Development and Implementation:
  - Facilitating development and implementation of policies, procedures and guidelines that align with the values of the organization and reflect current ethical standards
5. Research Ethics:
  - Supporting THP Research Ethics Board as needed.

**Additional Responsibilities:**

- To participate in the ongoing development of the field of ethics through activities such as research and professionalization initiatives
- To participate in the University of Toronto Joint Centre for Bioethics CORE (clinical, organizational, and research ethics) Network

This position is a challenging one with many opportunities for continued growth and development. The ideal candidate exemplifies a commitment to Trillium Health Partners vision, mission and values and demonstrates dedication to a patient-centered approach to delivering quality care.

*Trillium Health Partners is an equal opportunity employer committed to fostering a healthy, safe and respectful environment for healing, based on our values compassion, excellence and courage. To be Better Together, we commit to fostering a respectful workplace culture that promotes a safe and supportive environment for everyone who provides care, supports caregiving, receives care or visits the hospital.*

*In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code Trillium Health Partners will provide accommodations throughout the recruitment and selection process to applicants with disabilities. If selected to participate in the recruitment and selection process, please inform Human Resources of the nature of any accommodation(s) that you may require in respect of any materials or processes used to ensure your equal participation.*

*All personal information is collected under the authority of the Freedom of Information and Protection of Privacy Act.*

*Trillium Health Partners is identified under the French Language Services Act.*

*We thank all those who apply but only those selected for further consideration will be contacted.*

© Trillium Health Partners; 100 Queensway West; Mississauga, ON L5B 1B8; CAN