

Posting #2016 Clinical Ethicist

Requisition

Job Type Regular Full-time

Vacancies 1

Department Administration

Employee Group Non-Union

Hours (Subject to change) 37.5 hours per week, Monday to Friday. Due to the nature of the position, additional and varied hours may be required

Travel- Travel required between campuses and other locations

Job Description

In 2015, Bridgepoint Active Healthcare, Circle of Care, Lunenfeld-Tanenbaum Research Institute and Mount Sinai Hospital, came together to form Sinai Health System – and leverage our collective expertise and create a system that better responds to the changing needs of our patients, families and clients. Sinai Health has a bold vision and strategy for the future: *To create Canada's leading health system pushing the boundaries to realize the best health and care for complex patients.*

A key enabler of this vision is Sinai Health's People Plan – which provides an explicit commitment to our people about our commitment to creating a workplace culture and environment that is safe, caring, equitable, compassionate and accountable in order to ultimately provide optimal care to patients and their family caregivers.

To support us on our journey, Sinai Health System is looking for an experienced and dedicated **Clinical Ethicist** to provide ethics leadership and expertise at clinical, organizational, and governance levels within the Sinai Health System, with a particular focus on issues within the Women and Infants Health Program.

Reporting to the Vice-President, Clinical & Enterprise Risk and Legal Affairs, the **Clinical Ethicist** will provide clinical and organizational ethics consultations, education to build organizational capacity for sound ethical decision-making at the staff, leadership, and governance levels, policy development, and developing specific recommendations on key organizational issues. The successful candidate will also provide input and leadership on ethical issues by participating in relevant committees. As well as be expected to contribute to the academic mandate of Sinai Health System.

Job Requirements

- Successful completion of a Master's degree in Philosophy, Ethics, or other health-care ethics related field from an accredited educational institution.
- Minimum (3) three to (5) five years of relevant clinical experience (may include clinical ethics fellowship or similar) doing clinical ethics consultation, education and policy development/review;
- Applicants with proven equivalent recent and related training and experience may be considered
- Demonstrated knowledge in the application of provincial and federal legislative requirements, clinical practice guidelines across health professions, medical terminology and conditions, Accreditation Canada standards, and relevant regulatory guidelines and policies to the clinical environment;
- Proven experience managing issues impacting women and infants health; genetics; mental health and addictions; and decision-making at the end of life;
- Work cooperatively and collaboratively with other SHS Ethicists to develop and maintain a state of the art ethics program for SHS Participate in the SHS Ethics Committee
- Develop, maintain and execute an Ethics Strategic Plan in consultation with the Senior Management team;
- Demonstrated ability to successfully mediate multifaceted, interpersonal dilemmas, and resolve intractable conflict. This skill, and the specialized knowledge required to undertake it, is applied in clinical scenarios in coordination with the technical skills already presented;

- Ability to plan and deliver educational opportunities and tools for staff, learners and leadership, eg. Lunch & Learn, tip sheets, grand rounds, advance care planning day activities;
- Ability to develop and manage student placements within the clinical ethics field and to monitor the effectiveness of Ethics Services to meet the needs of clinicians, learners, volunteers, leadership and other stakeholders;
- Ability to work a flexible schedule to align with key project milestones and deliverables
- Demonstrated satisfactory work performance and attendance history

Salary To be determined

Open Date 01/08/2019

Posting Deadline 01/29/2019

Note: *Current employees may apply online at <http://www.mountsinai.on.ca/careers> or submit a current resume with a "Job Application Form" to Human Resources either in person at 522 University Avenue (12th Floor) or via the Human Resources Drop Box at 600 University Avenue, located outside Room 301.*

All applications must be submitted by no later than 4:00 p.m. of the posting deadline date.

Sinai Health is committed to fostering a culture and environment that is safe, caring, equitable, compassionate and accountable in order to provide optimal care to patients and their family caregivers. As such, all employees will follow safe work practices and comply with the roles and responsibilities that are outlined with respect to health and safety policies, procedures and training. In accordance with Sinai Health policy and legislated health and safety requirements, employment is conditional upon the verification of credentials, completion of a health review, and demonstrating proof of immunity and vaccination status of vaccine-preventable diseases.

Sinai Health is a scent sensitive environment and all members of the community are expected to refrain from wearing or using scented products while visiting or working at any Sinai Health site. We also support a barrier-free workplace supported by Sinai Health's accessibility plan, accommodation and disability management policies and procedures. Should you require accommodation at any point during the recruitment process, including accessible job postings, please call the Accommodation Phone Line at 416-586-4800 ext. 7050 or email HiringProcessAccommodation.msh@sinaihealthsystem.ca