

FELLOWSHIP IN CLINICAL, ORGANIZATIONAL, AND RESEARCH ETHICS 2024-2026

Overview

The Centre for Clinical Ethics (CCE) at Unity Health Toronto and the Department of Family and Community Medicine at the University of Toronto—in collaboration with the Centre for Addiction and Mental Health (CAMH), The Hospital for Sick Children (SickKids), and Sinai Health (Sinai)—invite applications for a two-year, full-time fellowship in clinical, organizational and research ethics, starting in September 2024 in Toronto, Canada.

Complete applications are due by the end of the day on Friday, March 22, 2024.

Program Goals and Vision

The goal of the program is to graduate fellows who can independently practice as a clinical ethicist (bioethicist, healthcare ethicist), in both faith-based and secular healthcare environments, in the following five domains: clinical consultations, organizational consultations (including policy review), research ethics review, the provision of ethics education, and bioethics scholarship. Through the fellowship program, fellows will gain increased competencies in the following seven roles: ethics expert (the integrating role), communicator, collaborator, leader, health advocate, scholar, professional.

The fellow will be expected to be able to conduct clinical ethics consultations with minimal supervision by the end of their first year. Upon successful completion of a one-year review (at approximately the 12-month mark), the Fellow will transition to the Senior Fellow role for the second year, which is accompanied by an increase in responsibility and compensation.

The program conceives of fellowship training as part of our contribution to the present and future of healthcare ethics practice and the discipline of bioethics. Accordingly, we are committed to recruiting candidates who are representative of the communities we serve and who are passionate about working to address health disparities to ensure health equity for all.

The fellowship program supports Unity Health's commitment to promoting health equity and aligned position statements such as the Canadian Bioethics Society's [commitment to embracing anti-oppressive and anti-racist actions](#).

Program Structure

A Fellow typically spends the first 3-6 months of their fellowship at Unity Health Toronto, where their time is focused primarily on immersive education and observation. After this period, the

Fellow begins to take on greater independence and responsibility, as they embark on a series of clinical rotations across Unity Health (including the 10 health systems served by the Centre for Clinical Ethics) and its fellowship program partners (CAMH, SickKids, and Sinai).

Fellows are expected to work a typical 9am-5pm workday, onsite, with some flexibility for individual preferred work hours outside of this time. Although a Fellow's weekly schedule may vary depending on each rotation site's practices and current needs, approximately 60-80% of a Fellow's time is dedicated to onsite clinical/organizational ethics activities, and approximately 20-40% of a Fellow's time is dedicated to structured learning and scholarship.

Upon successful completion of a one-year review (at approximately the 12-month mark), the Fellow will transition to the Senior Fellow role for the second year, which is accompanied by an increase in compensation and responsibility.

For greater detail about the structure and educational content of the program, and about its academic and clinical partnerships, visit <https://ccethics.com/fellowship>. Additionally, we invite all interested persons to [register](#) for an interactive, Zoom-based informational session that will be held at 7:00pm (Eastern/Toronto time) on Wednesday, February 28, 2024.

Compensation

Fellows receive \$54,000 CAD (inclusive of 6% in lieu of vacation) over the course of the first year. The current salary of a Senior Fellow (in the second year of the fellowship) is \$61,000 CAD (inclusive of 6% in lieu of vacation). These are the expected yearly salaries a Fellow and Senior Fellow would receive when taking their entitled three weeks of unpaid time off each year. Fellows are entitled to paid statutory holidays. Fellows do not receive paid sick days.

In addition, the CCE will reimburse Fellows for their University of Toronto registration fees, as well as their registration fees and travel expenses for the Canadian Bioethics Society annual conference and (with approval) other relevant conferences. In the second year, the Fellow will receive financial support to complete the Healthcare Ethics Consultant-Certified (HEC-C) certification exam.

As full-time temporary employees at Unity Health Toronto, Fellows are also eligible to participate in the hospital's health insurance program.

Eligibility and Selection Criteria

Candidates typically hold a graduate degree in a field relevant to bioethics (e.g., bioethics,

disability studies, equity studies, Indigenous studies, law, medical science, philosophy, religion, theology) and will have undertaken significant coursework or graduate research in ethics, including (but not limited to) bioethics.

Exceptional candidates whose learning and education have followed a different path (e.g., Indigenous elders, community leaders), and who can demonstrate advanced capabilities in abstract moral reasoning, creative analysis of ethical issues, formulation of recommendations and next steps for addressing complex dilemmas, organization of ideas, and written and oral communication in succinct and plain language, will also be considered.

Strong consideration is given to candidates who, in addition to the qualifications noted above, also bring applied experience in ethics or healthcare, such as familiarity working within a healthcare system (e.g., as a regulated or allied health professional), demonstrated interest in transferring academic skills to real world contexts (e.g., community-based research, knowledge translation), and/or a background supporting people as they make moral decisions in their everyday life (e.g., decision-making in a faith community, crisis workers).

If a candidate is currently enrolled in a degree program, they will be required to have completed their degree (or to have formally submitted their thesis for defense) before the start of the fellowship, unless an exception is requested and granted prior to the acceptance of the position.

Unity Health Toronto encourages applications from qualified candidates, and we especially welcome applicants who are Indigenous, Black or racialized, persons with disabilities, people who identify as 2SLGBTQIA+, and all others who may contribute to the further diversification of ideas.

As a condition of employment, all external hires will be required to submit proof of COVID-19 vaccination or documentation unless a valid accommodation under the Ontario Human Rights Code exists. All internal candidates must be in compliance with Unity Health Toronto's COVID-19 Vaccination Policy.

Unity Health Toronto and the University of Toronto cannot sponsor or assist in any way with visa or work authorization applications for this position. Applicants must be able to provide their own Canadian work authorization for the duration of the fellowship program.

Although a driver's license and access to a vehicle are not required for the position, a Fellow

must be able to arrange their own daily transportation throughout the GTA (including as far east as Oshawa and as far west as Hamilton).

Accessibility and Accommodation

Most rotation sites are physically accessible, and other accommodations will be provided as needed. Persons with disabilities will be accommodated throughout the recruitment process, based on their needs. If further information about accessibility or accommodation is beneficial during the application stage, please be in touch to discuss.

Applying

In all aspects of the application, applicants should consider emphasizing how their work aligns with the fellowship program's commitments to equity, diversity, and inclusion.

A complete application consists of three components:

1. A full curriculum vitae (no page limit)
2. A cover letter of 1-3 pages

In the CV and cover letter statement, applicants may consider emphasizing:

- Their interest in healthcare ethics, motivation for completing this fellowship program, and how it would contribute to their career path
 - Their experiences in clinical, organizational, or research ethics
 - Any unique expertise they have gained that would enrich the discipline's capacities for empirical and conceptual scholarship, ethics program development, evaluation and quality improvement of practice, standardisation and professionalization, community engagement, and knowledge exchange across jurisdictional silos and with the public
 - Their experiences in applied-ethical problem solving, health and social care settings, and/or with patients, service users, or other structurally vulnerable people
 - Their experiences related to consultation, policy review and development, teaching, knowledge mobilization, advocacy, leadership, collaboration, and scholarship
 - Their sensitivity to faith-based and secular moral reasoning
3. A scholarly project proposal: a 1-2 page statement, separate from the cover letter,

which proposes a bioethics-related project that could be completed in 1-2 years
In the scholarly project proposal, applicants may consider emphasizing:

- Why they want to pursue this project, what gap/problem they hope to address, and how the project will meet this need (e.g., background, rationale, primary goals/objectives)
- The practical activities and draft timeline of the project (e.g., environmental scan, curriculum development, evaluation and quality improvement, formation of a community of practice, empirical research, conceptual scholarship)
- Any project collaborators or participants
- The imagined outputs of the project (e.g., community report, patient-facing brochure, informational videos, peer-reviewed research article)
- How insights gained through the project could be applied to clinical, organizational, or research ethics practice
- Their preparedness to complete the project, and any supports they may need

We **do not** require a writing sample, reference letters, or a statement about preferred hospital rotations at the application stage. However, we may request any or all these materials from candidates progressing through the recruitment process.

Recruitment Process

Applications will be reviewed by a committee that will include staff from the CCE and may include staff from CAMH, SickKids, Sinai, and other CCE partners.

While we appreciate all applications received, only those applicants selected for an interview will be contacted. Interviews will be held in April and May of 2024. All candidates who require accommodation to participate in the hiring process are asked to contact HR.

To ask questions about the posting, role, or application process, please contact Lynda Sullivan by email at Lynda.Sullivan@unityhealth.to.

To register for the Zoom-based informational session that will be held at 7:00pm (Eastern/Toronto time) on Wednesday, February 28, 2024, [click here](#).

To apply, please [click here](#) (Job ID: 3594).

The deadline for receipt of complete applications is Friday, March 22, 2024.