**Position: CLINICAL ETHICIST**

**Department: Centre for Clinical Ethics**

Status: Full Time

Site: Scarborough Health Network

Hours of Work: Monday to Friday, 37.5 hours per week, some on-call responsibilities, local travel required

**Overview**

The Centre for Clinical Ethics (CCE) at Unity Health Toronto—in collaboration Scarborough Health Network (SHN)—invite applications for a full-time clinical ethicist position. The successful candidate will be an employee of Unity Health Toronto but will spend the majority of their time supporting the ethics program at SHN.

The ideal candidate will be passionate and knowledgeable about healthcare ethics and have the talent to build institutional ethics programs in support of the delivery of excellent care for patients and residents. The role reports to the Senior Director, Centre for Clinical Ethics with accountabilities to a senior leader at SHN.

The CCE (<http://www.ccethics.com>) is part of Unity Health Toronto, a health network composed of Providence Healthcare, St. Joseph’s Health Centre, and St. Michael’s Hospital. Committed to the mission and values of Unity Health Toronto, the CCE’s goal is to enable members of the healthcare community to identify and resolve ethical issues that arise in clinical settings. The CCE’s core activities include clinical case consultation, education, policy development, research ethics, and academic research. The CCE is a composed of a dynamic team of 9 ethicists, 2 fellows, and one admin assistant providing ethics services to 10 institutions. Additionally, the CCE also runs a well-established fellowship program in clinical ethics.

**Qualifications and Skills:**

* Doctorate or Master’s degree in ethics or an equivalent field
* At least 3-5 years of experience working as a clinical ethicist or a combination of fellowship/job experience
* Experience in both clinical and organizational ethics
* Experience conducting research ethics review
* Experience working in acute care and/or post-acute care
* Strong communication and critical thinking skills
* Understanding of relevant healthcare legislation around consent and capacity, long term care and substitute decision-making
* Ideally has completed a fellowship or post-graduate training in clinical and organizational ethics
* Ideally has experience working in both faith-based and secular healthcare institutions

**Responsibilities:**

1. Leadership and Program Development
	* Direct the ethics programs at SHN in response to organizational and clinical needs
	* Monitor changing priorities, trends, emerging issues and legislative and regulatory requirements, and evaluate the potential impacts on ethics programs/policies
2. Clinical and Organizational Ethics Consultation
	* Conduct ethics consults with patients, family members, staff, physicians, and management on a range of ethical issues
	* Provide ethics support to relevant committees and working groups
	* Participate in policy development/review, as requested
	* Be available for on-call on a rotating basis with other staff at the CCE
3. Research Ethics Review
* Participate as a member of the SHN Research Ethics Board
1. Education
* Provide local ethics education (e.g. in-services, rounds) to staff, physicians and trainees,
* Deliver ethics grand rounds on a rotating basis with other staff at the CCE
* Participate in the training and mentoring of fellows in the CCE’s fellowship program
1. Scholarship and Research
* Ideally have an interest in engaging in research and scholarship opportunities

**Some background on SHN and Unity Health Toronto**

**Scarborough Health Network** consists of three hospitals and several community-based satellite sites, designed for the specific needs of the Scarborough community. They offer full-service emergency departments; diagnostic, surgery, rehabilitation, and geriatric care; as well as advanced birthing centres for moms, newborns, and growing families. They are leaders and partners in specialty mental health, cancer, and kids’ care.

Home to leading minds, their medical expertise and compassionate care are accessed from well beyond their borders. They have Ontario’s largest regional nephrology program and regional community-based cardiovascular rehabilitation service. They are the designated cardiac centre for the Central East region of Ontario, and their cardio-oncology clinic is an internationally recognized centre of excellence.

SHN is a community-affiliated teaching site for the University of Toronto, in addition to supporting the development of the future Scarborough Academy for Medicine and Integrated Health with the University of Toronto Scarborough. As a member of the Toronto Academic Science Health Network and partner with other universities and colleges, SHN is committed to helping to train the next generation of healthcare professionals.

***Unity Health Toronto*** is one of Canada’s largest Catholic healthcare networks serving patients, residents and clients across the full spectrum of care, spanning primary care, secondary community care, tertiary and quaternary care services to post-acute through rehabilitation, palliative care and long-term care, while investing in world-class research and education.

**Application process**

Please submit your CV and a letter of intent to the Human Resources Department at Unity Health Toronto by **May 1, 2023** through the link below:

<https://unityhealth.to/careers-at-unity-health-toronto/?JobNumber=914475>

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.

The successful candidate will receive support (if interested) in applying for a faculty appointment at the University of Toronto.

Applicants must be eligible to work in Canada.

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.

While we appreciate all applications received, only those applicants selected for an interview will be contacted.

**Thank you for your interest in this position**