

## Job Posting #J0521-0562

### Full Time - Ethicist

DEPT	Patient Experiences	#POSITIONS	1
PROGRAM	Research/Ethics	UNION GROUP	Non Union
HOURS	All Shifts	SALARY RANGE	As per pay scale

Please apply by <https://southlake.ca/careers/>

Southlake Regional Health Centre is a full-service hospital with a regional, clinically advanced focus. We provide our communities with care right from birth to end of life and in addition, we provide top-notch services such as cardiac and cancer care across York Region and Simcoe-Muskoka. We do this through innovative partnerships and amazing people, who represent every aspect of our many services. With a team of more than 3,000 employees, 580 physicians and more than 900 volunteers, Southlake is committed to creating an environment where the best experiences happen.

#### Job Summary:

The Ethicist's role is to create an environment where the best patient and staff experiences happen through the development and of a comprehensive Ethics program. The Ethicist role includes clinical and organizational ethics consultation services, ethics education, policy review and development related to ethical issues arising at Southlake Regional Health Centre. In addition, this role has accountabilities within the Patient Relations office

The successful candidate will have dual reporting to the Director of Infection Prevention and Control, Research and Ethics

#### Main Duties & Responsibilities

- Lead the Ethics program with responsibility for strategic planning, operational oversight of ethics program activities, quality assurance and ongoing program evaluation with accountability for outcomes.
- Lead the development of a comprehensive Ethics program including developing short and long term service goals and improvement targets.
- Develops an evaluation framework, monitors program implementation, evaluation, program impact, and conducts an annual review of outcomes.
- To provide leadership on ethical issues and serve as an ethics resource for staff, physicians, patients and families.
- Support institution(s) to surpass Accreditation Canada's ethics-related standards
- To provide ethics consultation services for clinical, organizational and research ethics issues;
- To provide leadership in the building of ethics capacity;
- To support relevant committees and working groups, including Ethics Committees and the Research Ethics Board(s).
- Supports and facilitates the development and review of policies, procedures and guidelines that align with the values of each organization and reflects current ethical standards and trends. To develop and deliver a variety of educational initiatives associated with ethics in order to facilitate the growth and development of the ethics program.

- Develops a curriculum to mentor and support development of Ethics facilitators core competencies (knowledge and skills), for ethics consultation.
- Supports formal and informal dialogue about ethics issues, providing information, facilitating communication, clarifying ethical issues, facilitating development and clarifying options and making recommendations.
- To participate in the continuous development and evaluation of the Ethics program(s).
- To be a resource that supports the clinical health-care teams to develop policies, guidelines, processes and services as it pertains to MAiD.
- To support the Patient Relations office by providing back up coverage to manage feedback and provide responses to patients and families and to provide vacation coverage. This will require carrying a case load of files.

### **Qualifications, Knowledge, Skills & Abilities**

- Graduate degree in Bioethics (e.g., a Doctorate, or a Master's Degree) or equivalent combination of education and/or experience;
- Clinical ethics experience in a hospital or other healthcare environment;
- Demonstrated skills in communication, consulting, teaching, facilitation, interpersonal skills/relationship building, team building, and educational presentations;
- A demonstrable track record of bioethics research and scholarship;
- Ability to be self-directed and a collaborative team member;
- Exceptional interpersonal and communication skills with the ability to consistently work well with all levels of the interprofessional team.
- Training and experience in conducting independent clinical ethics and research ethics consultations
- Ability to work effectively and efficiently in setting achievable work goals, completing projects and meeting deadlines
- Effective skills in mediation and conflict resolution
- Prepared to address a range of ethics challenges encountered within the continuum of care from acute care to compassionate care for the dying within a large, complex health care environment.
- Working knowledge of Provincial, Federal and International regulations and guidelines for the ethical conduct for research involving humans;
- Working knowledge of Institutional policies and procedures;
- Experience in program development and management and excellent attention to detail.

### **Health & Safety Workplace Responsibilities:**

*It is the responsibility of all Southlake Regional Health Centre employees to work in a safe manner and promote health and safety in the workplace. Employees must adhere to the duties of workers, as stipulated in Section 28 of the OH&S Act, as well as all Southlake OH&S policies and procedures. Must be able to perform all necessary bona fide duties for the position, as outlined in the position guide. Must review and be capable of performing duties the Job Demands Analysis for the position as a condition of offer. Proven ability to attend work regularly as per the Attendance Support Policy.*

### **Accommodation & Diversity in the Workplace**

*At Southlake, we are committed to fostering an inclusive and accessible work environment. We are dedicated to building a work place that reflects the diversity of our community in which we live and serve, including those with disabilities, visible minorities, aboriginal persons, members of sexual minority groups and others who may contribute to diversity within our organization. Southlake is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA), and will work proactively through all stages of recruitment to create a barrier free process and to provide accommodation as required.*