



Timmins and District Hospital L'Hôpital de Timmins et du district

Si vous souhaitez recevoir cette annonce d'emplois en français, s'il vous plait contactez le département des ressources humaines au kkampman@tadh.com ou par téléphone au 705-267-6371.

Palliative Care Clinical Coach Équipe Santé Ontario Cochrane district Ontario Health Team

Position Location: Any location within the Équipe Santé Ontario Cochrane District Ontario Health catchment area: Hearst, Hornepayne, Kapuskasing, Smooth Rock Falls, Matheson, Iroquois Falls, Cochrane, Timmins and Chapleau. 1 FTE or two .5 FTE in two different locations, will be considered based on the qualified applicants.

Position Summary: The Clinical Coach is responsible for working with participating community organizations in alignment with provincial direction established by Ontario Health and guidance developed by the Ontario Palliative Care Network. The Clinical Coach will drive practice change, with a focus on improving access to and quality of clinical care, aligned to the [Palliative Care Health Services Delivery Framework in the Community](#) ("The Delivery Framework") and the [Ontario Palliative Care Competency Framework](#).

This role will work closely with the Équipe Santé Ontario Cochrane district Ontario Health Team Clinical Lead, and Implementation Lead and report to the OHT host organization's Manager/ED responsible for palliative care.

The Clinical Coach will:

- Provide palliative care coaching and mentoring to staff and clinicians in participating community organizations, to build primary-level palliative care competencies.
- Collaborate with leaders of community organizations on local service integration, and change management initiatives, using quality improvement methodologies to achieve results.
- Consult on clinical care when the complexity of the patients' needs is beyond the existing competencies of providers (in the community organizations).
- Provide support to Indigenous communities and Indigenous organizations for their implementation efforts, where Indigenous communities wish to be involved, in collaboration with regional partners.

Position Responsibilities:

- Co-create the regional Delivery Framework implementation plan with Ontario Health, including required measurement and reporting.
- Foster regional collaboration and contribute to broader system integration.
- Ensure alignment of community implementation with the guidance of the Ontario Palliative Care Network
- Lead engagement and community-building activities with participating organizations.
- Provide support to Indigenous communities and organizations for their implementation efforts, as requested by those organizations and, where appropriate, in collaboration with regional partners

- Critically evaluate the quality of palliative care in participating community organizations.
- Build competency amongst front-line community providers in the delivery of primary-level palliative care.
- Guide palliative care quality improvement (QI) and practice change initiatives in participating community organizations.
- Consult on clinical care

Position Requirements:

- A degree in a registered health care discipline (e.g., RN, RSW) with substantive experience and training in palliative care (e.g., CAPCE). A graduate degree is an asset (e.g., MScN, MSW).
- Minimum five (5) years' experience in practice in palliative care is required.
- Knowledge of relevant legislation and reporting requirements, including the Fixing Long-Term Care Homes Act, the Excellent Care for All Act and the Compassionate Care Act and other pertinent legislation and regulations related to professional practice is required.
- Experience supervising clinical staff is preferred.
- Experience working with large-scale quality improvement initiatives.
- Additional training in gerontology and project management experience are assets.
- Strong clinical coaching and debriefing skills, with both individuals and teams.
- Strong consultation skills, with expert knowledge of models of consultation and their application with individual, team and community service providers.
- Research and/or program evaluation experience with knowledge of evidence-based processes, including appraisal of research, application of findings and collaboration on research.
- Experience working with a range of roles, disciplines, and levels of staff in different health care settings.
- Experience working across health care settings.
- Fluency in French and/or another language is an asset.
- A commitment to developing equity-based, evidence-informed approaches for delivering palliative care services for all people in Ontario, regardless of their age or illness.
- A good understanding of regional priorities and local health care needs, within Ontario's health care landscape.
- Ability to work well under pressure and use good judgment in assessing difficult situations.
- Ability to work independently and as part of a team.
- Aptitude for proactive problem solving, using strong critical thinking, and negotiating skills.
- A demonstrated ability to develop, deliver and evaluate training and coaching efforts.
- An ability to develop relationships based on trust, compassion, and empathy.
- Strong active listening and interpersonal communication skills for one-on-one coaching.

- Experience designing education to effectively address palliative care training needs of interprofessional learners.
- Excellent communication skills and experience with culturally responsive teaching
- A demonstrated focus on person-centered care.
- Supports the advancement of equity, inclusion, and diversity across Ontario's health care system.
- Commitment to engage with First Nations, Indigenous, Métis and urban Indigenous people as they self-determine their own approach to palliative care.
- Proficiency in educational technologies (e.g., webinars, apps) as well as knowledge of Microsoft Outlook, Word, Teams, PowerPoint, and Excel.
- Access to reliable and efficient mode(s) of transportation to enable travel between community organizations.

Effort- Physical/sensory demands

- Work involves minimal to moderate physical effort normally associated with both office and client-facing environments. There is flexibility to change work activities, take a break or alter work position.

Working conditions

- Normal office environment as well as work in client-facing environments with no unusual or unpleasant conditions. Travel within the Ontario Health Region or the assigned geographic catchment area is required.

Proof of COVID-19 vaccination is mandatory.

Compensation and Benefits

- Rate of Pay: To be determined, based on experience and registered health care discipline.
- Option to enroll into Healthcare of Ontario Pension Plan.

Interested applicants must submit their résumé by Department of Human Resources, Timmins and District Hospital, 700 Ross Avenue East, Timmins, Ontario, P4N 8P2. Telephone (705) 267-6371; Fax (705) 360-6008; Attention: Kayla Kampman, email kkampman@tadh.com .

Timmins and District Hospital will provide accommodations for applicants with disabilities during the recruitment process.

TADH is committed to fostering an inclusive, equitable, and accessible environment supporting diversity in our work environment to provide quality care where all feel valued, respected, and supported. TADH is dedicated to building a workforce reflective of the communities in which we live, serve, and encourage Indigenous people, visible minorities, and persons with disabilities to apply and self-identify.

We thank all applicants for their response; however, only those selected for an interview will be contacted.

**EXEMPLARY CARE TO NORTHERNERS
WORKING TOGETHER WITH OUR PARTNERS TO IMPROVE THE HEALTH OF
NORTHERNERS**