



Scarborough Centre for Healthy Communities (SCHC) is dedicated to providing accessible, equitable, and transformational health and social service choices for the well-being of Scarborough's diverse communities. We cultivate vital community services by promoting healthy lifestyles while delivering a comprehensive range of culturally competent health and social services programming. Our I2CARE values ensures that we, as a work community, treat all with, inclusivity, innovation, collaboration, accessibility respect and equity.

As an employer, we strive for excellence as a workplace and are committed to building a workforce that enhances our capacity to meet the needs of the diverse communities we serve.

We are currently looking to hire a:

**Clinical Coach Registered Nurse
1 - Full-Time, Permanent (35 hours per week)**

Reporting To: Manager, Community Health Teams

Purpose:

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.

The Clinical Coach will:

- Provide palliative care coaching and mentoring to staff and clinicians in participating in 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.

Key areas of responsibility:

- A. Co-create the regional Delivery Framework implementation plan with Ontario Health, including required measurement and reporting.
 - Attend all regional planning meetings and contribute to the regional palliative care implementation plan, especially plans for education and practice change.
 - Keep comprehensive records and support data collection for measurement and reporting.
 - Provide feedback on key learnings related to coach role, along with providing input and reviewing regional progress reports as required.

- B. Foster regional collaboration and contribute to broader system integration.
 - Develop relationships with key partners to establish trust, credibility, and respect.
 - Clearly articulate key messages that resonate across different partner groups and audiences.
 - Update the regional implementation team on challenges and opportunities in the community.
 - Support Ontario Health Team planning and/or implementation of palliative models of care (where there is readiness).
- C. Ensure alignment of community implementation with the guidance of the Ontario Palliative Care Network
 - Participate in relevant provincial level committees, working groups and task forces.
 - Support the regional advisory groups and subject matter experts who provide clinical leadership.
- D. Lead engagement and community-building activities with participating organizations.
 - Develop and present materials that express palliative care concepts and implementation plans effectively.
- E. Provide support to Indigenous communities and organizations for their implementation efforts, as requested by those organizations and, where appropriate, in collaboration with regional partners
- F. Critically evaluate the quality of palliative care in participating community organizations.
 - Collaborate with leadership teams from participating community organizations to identify strengths and gaps in the palliative care they currently provide and in the relevant provider policies and practice documents.
 - Guide the creation of a quality improvement plan to address gaps.
- G. Build competency amongst front-line community providers in the delivery of primary-level palliative care.
 - Promote/provide palliative care education in participating community organizations, aligned to the Ontario Palliative Care Competency Framework.
 - Provide informal, case-based educational opportunities (coaching) for health service providers in community organizations, incorporating principles of adult learning.
 - Provide palliative care mentoring for health service providers in the community.
- H. Guide palliative care quality improvement (QI) and practice change initiatives in participating community organizations.
 - Assist with quality improvement initiatives to implement the Delivery Framework (with an initial emphasis on the prioritized recommendations) by:
 - Providing education on QI methodologies and tools
 - Encouraging the application of QI to improve patient care.
 - Building internal and external relationships, to enhance communication among all staff.
 - Tracking and evaluating progress.
 - Sustaining best practice by updating policies and procedures.
 - Works closely with regional partners, including equity deserving populations, to ensure implementation of the model addresses barriers to access to care for priority populations
- I. Consult on clinical care
 - Offer consultation as a palliative care expert to service providers in person, onsite, by telephone, by videoconference or through email.



- Provide limited and occasional direct patient care

Educational and/or Professional Qualifications:

- Minimum of a master's degree in Registered Nurse.
- Registration with the College of Nurses of Ontario
- Substantive experience and training in palliative care (e.g., CAPCE, Fundamentals).
- Minimum five (5) years' experience in practice in palliative care is Preferred.
- 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.

Knowledge and skills:

- 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.

Significant 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.

WHY SCHC?

- A strategic commitment to organizational health, ensuring our people and culture are well supported.
- 3 weeks paid vacation for full time positions to start, additional time with tenure.
- Continuous funded training opportunities.
- Paid sick and family sick days.
- Health benefits including prescription drugs, dental, vision care, alternative therapies, life insurance, employee assistance program, disability insurance; benefit coverage for family and dependents available.
- HOOPP pension plan member.
- SEIU Union.
- A strategic commitment to Action on Equity to advance diversity, equity, inclusion and belonging utilizing an intersectional lens.
- Standard working hours, with flexibility to accommodate occasional evening or weekend appointments.

Remuneration: \$35.05 - \$42.22

Pay Band: D

Please apply in confidence to HR by email: Recruitment@schcontario.ca

We would like to thank all applicants; only those invited to interviews will be contacted.

Note: Please quote CC-RN in the subject line.

This is an **Existing Vacancy**.



If you require any accommodation, please advise Human Resources. As a condition of employment all new hires must be legal to work in Canada. You will also be required to undertake a Vulnerable Sector Screening with Police Services.

SCHC values equity, inclusion and accessibility. We welcome those who have a demonstrated commitment to upholding these values and who will assist us to expand our capacity for diversity in the broadest sense. We encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Metis and Inuit peoples, Indigenous peoples of North America, racialized persons, newcomers, persons with disabilities, and those who identify as women and/or LGBTQ2S+.

SCHC is committed to providing a barrier-free environment for all stakeholders including our clients, employees, job applicants, suppliers and any visitors who may enter our premises, access our information or use our services. We respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations. SCHC will provide accommodations to applicants with disabilities throughout the recruitment, selection and/or assessment process. If selected to participate in the recruitment, selection and/or assessment process, please inform Human Resources staff of the nature of any accommodation(s) that you may require.

www.schcontario.ca.

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