



emily's house
Children's Hospice

Job description

Overview:

Emily's House is seeking skilled, experienced, and passionate Clinical Nurse Educator (CNE) for a permanent part-time role.

As part of the Emily's House team, you will be expected to contribute to our strategic plan and priorities, which include working towards becoming a centre of excellence in paediatric palliative care and building a culture of quality improvement. This is achieved by providing exceptional patient and family-centred care, meeting best practice standards in accordance with the College of Nurses (CNO), teaching, engaging with the interprofessional team and participating in professional development through on-going education.

What is Emily's House?

Emily's House children's hospice is a 10 bed, not-for-profit organization, offering family centred paediatric palliative care. We provide practical, physical emotional and spiritual support for children and families living with serious illnesses. Emily's House was established in 2013 by the Philip Aziz Centre for Hospice Care, our umbrella organization, which has provided in-home visiting hospice programs for the past 25 years in our community for both adults and children and their caregivers.

Emily's House offers a home-like environment where life is celebrated and lived to the fullest and every moment is optimized to be a precious memory for the child and their family. Children living with a medically complex, progressive life-limiting diagnoses can be admitted to Emily's House for medical respite, transitional care (either hospital to home or the reverse, home to hospital), symptom management, and end of life care.

What is the role?

The Clinical Nurse Educator (CNE) provides advanced clinical expertise in the care of children and families in paediatric palliative care. The CNE is involved in direct care, consultation, education, and leadership.

The CNE is guided by the core competency expectations outlined by the Canadian Nurses Association and uses advanced communication and leadership skills, expert problem-solving techniques, and the application of relevant theories to support both patient/family and the frontline clinical team through program issues and concerns. The CNE is accountable for providing expert nursing resources for complex issues related to paediatric palliative care by acting as a mentor, educator, leader and change agent. The CNE collaborates with the interdisciplinary team to facilitate the provision of excellent patient care and client safety in accordance with Emily's House mission, philosophy, values, and beliefs.

The CNE is committed to the Mission and Values of Emily's House.

Orientation to Emily's House will include learning about the basic principles of hospice care with a special focus on paediatric hospice care.

KEY RESPONSIBILITIES AND EXPECTATIONS

- Assesses, plans, implements, and evaluates the delivery of nursing care to children and families for selected and/or complex cases in the hospice.
- Collaborates with the nursing staff in identifying clinical practice issues and resolutions and guides staff in reviewing, assessing, and analyzing concerns and identifying solutions.
- Participates in the evaluation of the quality-of-service delivery to children and families to ensure client safety and quality of care. Provides leadership in identifying, initiating and/or developing changes in nursing practices, clinical procedures, programs, standards, policies, and protocols.
- Fosters staff competence in pediatric palliative care by providing innovative perspectives, real time education and applying relevant nursing practice concepts.
- Collaborates with PACT (Pediatric Advanced Care Team – SickKids), staff nurses and other members of the interdisciplinary care team by initiating and participating in interdisciplinary planning, education, and evaluation of care.
- Participates collaboratively with health care professionals throughout the province to develop and apply appropriate consistent clinical standards, policies and procedures and guidelines for interdisciplinary pediatric palliative care planning.
- Promotes ethical decision-making and child/family advocacy.
- Promotes professional staff development through formal/informal education, program development and mentoring.
- Flexible in meeting the needs of the clinical team in real time.
- Provides input into the development, implementation and evaluation of Emily's

House and departmental philosophy, objectives, policies, and procedures to ensure appropriate levels of care.

- Acts as a leader in the development, implementation, and evaluation of the clinical quality improvement programs, including accreditation.
- Actively supports staff to enhance and strengthen their own areas of expertise by encouraging them to participate in and conduct educational and research activities and engage in evidence-based practice.
- Contributes to the evidence base of clinical practice through research related and knowledge translation activities.
- In accordance with the strategic directions of Emily's House, patient safety is a priority and a responsibility shared by everyone at Emily's House, and as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position. Follows policies, procedures, and standards of excellence to ensure a safe environment for children and families, other staff, and volunteers.
- Protects the health, wellness and safety of self and others by complying with applicable regulations and standards, safe work practices and procedures established by Emily's House. Employees must report any health hazards and unsafe conditions to their supervisor for corrective action.
- Assumes other related responsibilities, as assigned. Reports to CEO.

QUALIFICATIONS

- Demonstrates specialized paediatric and palliative care clinical knowledge.
- Demonstrates competency in clinical practice, program development, education, and leadership.
- Demonstrates creative problem solving, decision-making and evaluative skills.
- Excellent organizational, leadership, communication, and human relations skills.
- Demonstrates an understanding of the principles of adult education and skill in teaching a variety of professional and lay learners.
- Demonstrates ability to develop partnerships.
- Demonstrates ability to plan, set, organize, and accomplish objectives.
- Ability to work effectively as a change agent.
- Ability to conceptualize, conduct research, analyze, strategize and plan.
- Physical ability to carry out the duties of the position.

EDUCATION AND EXPERIENCE

A Master's Degree in Nursing or Bachelor of Science in Nursing degree, supplemented by at least five years of recent related experience in paediatric and/or palliative care or an equivalent combination of education, training, and experience.

LICENSURE AND CERTIFICATION

- Master's degree in nursing or Bachelor of Science in Nursing
- Current registration and licensure as a Registered Nurse (RN) required (in good standing with the CNO)
- Current BCLS Level C
- Membership in RNAO preferred

OTHER

- Vulnerable Police Sector Check

SALARY RANGE:

- Commensurate with qualifications and experience

HOW TO APPLY

The following information must be included with each application:

- A one-page cover Letter
- Your resume showing relevant work experience and that you meet above qualifications
- Closing date: Feb 16, 2024

Please email the above to kimd@emilyshouse.ca. No unannounced visits or phone calls please.