

Position Title: Clinical Educator
Department: Professional Practice
Employment Type: Full Time
Work Schedule: 37.50 hours weekly as per schedule
Posting Type: Open

Job Class: Clinical Educator
Rate of Pay: \$42.13 - \$51.55 per hour
Employee Group: OPSEU
Number of Positions: 2
Posting Date: May 3, 2021

The Director of Professional Practice is currently seeking two Clinical Educators. The purpose of the position is to contribute to excellence in patient care by supporting the development, implementation and evaluation of evidence informed practice across the organization. The role promotes a culture of respect, continuous learning, practice improvement and professional development. Within this role, the Clinical Educator will develop and maintain practice support documents, individual and group education, skill modeling through direct clinical practice, working collaboratively with stakeholders at all levels of the organization to support corporate initiatives and to address program-specific needs or issues related to clinical practice and educational programming.

Key Accountabilities:

- Develops practice supports, to enable staff members to meet regulatory and other practice standards.
- Conducts practice related learning needs assessments, determines priorities and recommends strategies, learning goals and objectives to meet identified needs. Assists with the transition of new hires at Waypoint.
- Conducts practice related performance audits and works with program management and direct service staff to support continuous practice improvement.
- Designs, implements and delivers specialized educational events/programs (e.g. orientation, refreshers, etc) based on the principles of adult learning for Waypoint staff, students, community agencies and the general public designed to meet the identified learning needs through methods such as lectures, audit tools, one-on-one sessions, group facilitation, recommended readings, self-learning packages, e-learning, poster displays, and conferences.
- Evaluates results of educational programs by developing evaluative criteria and using effective measurement techniques; developing and incorporating revisions to programs as results indicate.
- Works collaboratively with the leadership team, Waypoint's clinical and support programs and Professional Practice Leaders in support of initiatives and issues related to clinical practice and patient safety; leads and/or actively participates in internal and external workgroups, projects and other initiatives and committees contributing to mental health care and Waypoint's vision, mission and values.
- Facilitates Code Reviews for the purpose of ensuring safety for both client and staff, including providing technical and functional advice to the team, interpreting current Waypoint policies and recommending changes to these policies to enhance patient care.
- Provides service as a professional practice consultant, guide, resource and/or mentor for individuals, groups and/or programs including on matters relating to standards of care, clinical practice guidelines and protocols.

Requirements/Qualifications:

- In good standing with applicable professional college or applicable association (e.g. College of Nurses of Ontario, Ontario College of Social Workers and Social Service Workers, College of Registered Psychotherapists of Ontario, Therapeutic Recreation Ontario)
- Baccalaureate degree in a health discipline field
- Education in Teaching and Training Adults
- Minimum five years' experience in mental health with related experience in managing the complex physical health needs of mental health patients in an acute care setting.
- Preference for experience with MEDITECH 6.15
- Specialty certification in Mental Health care, venous access, complex wound care is preferred
- Demonstrated experience with Mental Health Theory and practice
- Demonstrated experience with physical health assessments and chronic disease management
- Demonstrated experience with clinical research and evaluation methodology
- Demonstrated experience with facilitation, presentation and adult education practices
- Proven success with risk management and security practices within a mental health clinical setting
- Results oriented work ethic to work independently and undertake tasks needed to accomplish work objectives and deliver quality, consistent and timely results
- Demonstrated leadership, conflict resolution, interpersonal and organizational skills
- Proven written and verbal communication skills

- Proven ability to adapt readily to change
- Models and promotes core ethical practice, Waypoint Values (Caring, Respect, Accountability, Innovation), and reflects an optimistic and positive attitude
- Preference for proficiency in French/English language skills

How do I apply?

Waypoint employees apply through the Employee Self-Service portal at <https://employees.waypointcentre.ca> and external applicants apply to http://www.waypointcentre.ca/i_want_to_join_your_team quoting **Job ID WC21-112 by 5:00PM May 16, 2021**. Attach your cover letter and resume detailing why you are interested in this opportunity and how you meet the qualifications and key accountabilities specified.

We are committed to fostering an inclusive, accessible work environment, where all employees feel valued and respected. Waypoint offers accommodation for applicants with disabilities as part of our recruitment process. If you are contacted to arrange an interview, please advise us if you require an accommodation. All applicants are thanked for their interest in this position, however, due to high volumes only those selected for an interview will be contacted.