



<b>Position:</b>	Clinical Nurse Specialist – Supportive and Palliative Care	<b>Department:</b>	Clinical Services
<b>Posting Open:</b>	<b>May 22, 2024</b>	<b>Posting Closes:</b>	<b>June 9, 2024</b>
<b>Status:</b>	Full Time	<b>Reports To:</b>	Patient Care Manager – Post Acute Specialty Services
<b>Compensation</b>		<b>Direct Reports:</b>	N/A
<b>Shift Pattern</b>	Days, occasional evenings and/or weekends		
<b>Our Shared Purpose:</b>	<b>People First</b>		

## VALUES AND COMMITMENT

At Northumberland Hills Hospital (NHH), our shared purpose is **People First**, and our core values of **Integrity, Quality, Respect, Compassion** and **Teamwork** are at the centre of who we are and what we do. We remain committed to sustaining an experienced workforce that reflects Northumberland Hills Hospital’s dedication to recognising everyone’s contributions and respecting everyone’s dignity, unique experience, and potential.

## EQUITY AND ACCESSIBILITY STATEMENT

Northumberland Hills Hospital remains respectful of all protected rights, in line with the grounds laid out by the Ontario Human Rights Code (OHRC) and the Accessibility for Ontarians with Disabilities Act (AODA). As such, we welcome applications from all qualified applicants and interests from racialized persons/persons of colour, Indigenous People of North America, women, persons with disabilities, LGBTQ2S+ persons, and others who may contribute to the further diversification of ideas.

We strive to make our entire hiring process as accessible as possible and provide accommodations as required for applicants if needed. For any hiring related accommodation needs and/or requests please email us via [careers@nhh.ca](mailto:careers@nhh.ca).

## LOCATION

Located approximately 100 kilometres east of Toronto, NHH is a vibrant community hospital delivering a broad range of acute, post-acute, outpatient and diagnostic services. Directly serving a growing population of more than 60,000 residents spread across a mix of urban and rural settings, NHH directly employs approximately 750 people and relies on the additional support provided by a highly engaged and supportive network of physicians, midwives and volunteers.

## **ROLE OVERVIEW**

The Clinical Nurse Specialist (CNS) is a registered nurse who holds a master's degree in nursing or relevant field. In keeping with Northumberland Hills Hospital's shared purpose and values, the CNS will provide leadership and clinical expertise to deliver excellence in patient care by planning, developing, implementing, and evaluating supportive and palliative care services at NHH.

The CNS provides assessment and consultation in supportive and palliative care to patients/families with complex and challenging health care needs across all in-patient clinical programs and settings, promoting awareness and enhancing understanding of palliative care at NHH. The CNS works in partnership with regional and local partners, program leadership, physicians, and front-line staff to drive best practices in palliative care across the organization.

The CNS will collaborate with the interdisciplinary team, clinical leadership, and professional practice to develop, implement, and provide oversight for professional and organizational activities to advance nursing practice and facilitate improved patient care outcomes in supportive and palliative care across the organization and with partners in the community.

## **QUALIFICATIONS/REQUIREMENTS**

- Master's degree required
- Registration with the College of Nurses of Ontario, in good standing
- Minimum 3 – 5 years of recent experience in supportive and palliative care required
- Previous experience as a CNS (Supportive and Palliative Care), preferred.
- CNA certification in Hospice Palliative Care or Oncology, preferred (or commitment to obtain within 12 month of hire)
- Completion of the Patient Navigation course through the de Souza Institute, preferred (or commitment to obtain withing 12 months of hire)
- Previous experience in a professional leadership role, complemented by expertise in interdisciplinary professional practice, program planning and evaluation.
- Knowledge of NHH's Professional Practice Model and commitment to a shared leadership model of decision-making
- Current BLS certificate required
- Demonstrates behaviors consistent with Northumberland Hospital core values
- Demonstrated critical thinking and decision-making skills

- Excellent assessment, planning, organizational, problem solving, communication, teaching, time management and evaluation skills
- Excellent verbal and written communication skills
- Excellent interpersonal skills and ability to work effectively with patients, families, and all members of the interprofessional team
- Accomplished change agent

### **ASSETS**

- Knowledge and experience with EPIC Computer Information System

### **PHYSICAL EFFORT AND WORKING CONDITIONS**

- Able to work in an active, rapidly changing environment with multiple demands
- Demonstrates understanding of, compliance with, and commitment to patient safety responsibilities and corresponding hospital plans, policies, and procedures, to ensure a healthy and safe work environment

### **EMPLOYMENT REQUIREMENTS**

Successful applicants are required provide a satisfactory vulnerable sector criminal reference check, that was complete less than one year from the date of hire. This requirement must be met within the first sixty (60) days of employment.

Additionally, to the above, successful applicants are also required to complete the Health Care Worker Health review process which includes providing an up-to-date immunization record to ensure compliance with the Ontario Hospital Association Communicable Diseases Surveillance Protocols within the first thirty (30) days of employment. Northumberland Hills Hospital operates a mandatory COVID-19 vaccination policy for all staff.

Northumberland Hills Hospital may choose to conduct parts/all the hiring process virtually. Furthermore, we are a scent-free environment. When attending the hospital kindly refrain from wearing strongly scented fragrances.

While we thank all those that express interest in this exciting position; kindly note that due to high volumes of interests, only those selected for an interview will be contacted.