

Clinical Nurse Specialist

Location: Vancouver Hospice

Reporting to: Director, Clinical Program

Job status: Temporary 0.8 FTE (60 hours bi-weekly)

Anticipated Start Date: Mid October 2019

Anticipated End Date: November 2020

Canuck Place Children's Hospice (CPCH) is British Columbia's recognized pediatric palliative care provider. For over two decades, through the many programs and services we provide, we have made a significant difference in the lives of children with life-threatening illnesses and the families who love them. Be part of a talented and innovative team that takes pride in supporting and providing the highest quality pediatric palliative care.

HERE'S WHY IT'S SO GREAT TO WORK WITH US. Aside from being surrounded by a friendly, inclusive, dedicated team, Canuck Place offers employees up to 20 days' vacation (prorated to their full-time equivalency), an employer-paid benefits package, a Health Spending account that provides up to \$500 annually to provide additional coverage for health and wellness activities/services, weekly onsite massage therapy, informative lunch n' learns, as well as various learning opportunities. Canuck Place Children's Hospice also has a 'Care For the Caregiver' committee who provides ongoing, creative activities to connect us with one another as a reminder that it's *'this'* moment that really counts.

SUMMARY

The Clinical Nurse Specialist (CNS) provides advanced clinical expertise in the care of children and families in pediatric palliative care. The CNS is involved in direct care, consultation, education, research and leadership.

The CNS 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 program issues and concerns. The CNS is accountable for providing expert nursing resources for complex issues related to pediatric palliative patient care by acting as a mentor, educator, leader and change agent. The CNS collaborates with the interdisciplinary team to facilitate the provision of excellent patient care and client safety in accordance with Canuck Place Children's Hospice (CPCH) mission, philosophy, values and beliefs.

EDUCATION AND EXPERIENCE

- A Masters Degree in Nursing
- At least five years recent related experience in pediatric and/or palliative care or an equivalent combination of education, training and experience.
- Current practicing registration with the BC College of Nursing Professionals.

- Current CPR BCLS certification.

RESPONSIBILITIES

- 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 leaders and 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 and applying relevant nursing practice concepts.
- Collaborates with physicians, nurse practitioners, staff nurses and other members of the interdisciplinary care team by initiating and participating in interdisciplinary planning 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.
- Acts as a clinical resource and consultant to children and families, nursing and medical colleagues, and other health care professionals through the province by providing clinical knowledge and expertise at an advanced specialist level in the area of pediatric palliative care.
- Promotes ethical decision-making and child/family advocacy
- Promotes professional staff development through formal/informal education, program development and mentoring,
- Acts as a clinical resource and consultant to children and families, nursing and medical colleagues, and other health care professionals through the province by providing clinical knowledge and expertise at an advanced specialist level in the area of pediatric palliative care.
- Provides input into the development, implementation and evaluation both of Canuck Place and departmental philosophy, objectives, policies and procedures to ensure appropriate levels of care and cost effective use of resources.
- Acts as a leader in the development, implementation and evaluation of the clinical quality improvement programs, including accreditation.
- Provides consultation and education programs to community groups, health institutions and teaching institutions regarding issues related to pediatric palliative care delivery.
- 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
- Reports and recommends implementation of research findings which have an impact on nursing practice, clinical care, staff allocation and budgetary planning. Integrates research findings into nursing practice through teaching and consultation.
- Contributes to the CPCH culture by understanding and supporting our Mission and Vision and actively demonstrating our Values.
- In accordance with the strategic directions of CPCH, patient safety is a priority and a responsibility shared by everyone at CPCH, 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 CPCH. Employees must report any health hazards and unsafe conditions to their supervisor for corrective action.
- Assumes other related responsibilities, as assigned.

QUALIFICATIONS

What you bring to the role:

- Demonstrated specialized pediatric and palliative care clinical knowledge.
- Demonstrated competency in clinical practice, program development, education, leadership and research.
- Demonstrated creative problem solving, decision making, and evaluative skills.
- Excellent organizational, leadership, communication and human relations skills
- Demonstrated understanding of the principles of adult education and skill in teaching a variety of professional and lay learners.
- Demonstrated ability to work in collaboration with all levels in an interdisciplinary team environment.
- Demonstrated ability to develop partnerships.
- Demonstrated 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.
- Knowledge and skill to operate a personal computer which included knowledge of MS Office and Windows programs such as MS Word, Excel, MS Outlook etc.

You have:

- High integrity; creativity; balance, good judgment and objectivity; high vision and conceptual capabilities; consultative, facilitate and collaborative; sense of humor.
- Excellent time management skills.
- Demonstrates flexibility that allows you to work with high energy, creative people.
- Able to thrive and effectively manage priorities in a changing, ambiguous environment.

Note: Flexibility is necessary, as this position may require occasional weekend and evening work and travel within and outside the Lower Mainland.

At the discretion of Canuck Place Children's Hospice, the information in this job description may be reviewed and revised, as required, to meet the needs of the organization.

APPLICATION PROCESS

Canuck Place Children's Hospice hires on the basis of merit and is strongly committed to equality and diversity within its community and to a welcoming and inclusive workplace. We especially welcome applications from Indigenous persons, visible minority group members, persons with disabilities, people of all sexual orientations and genders, and others with the skills and knowledge to productively engage with diverse communities.



Canuck Place
CHILDREN'S HOSPICE

Please submit your cover letter and your resume at <https://www.canuckplace.org/about-us/careers/>. **This posting will remain open until filled.**

We thank all applicants for their interest; however, only those candidates who have been short-listed will be contacted.