

## **Palliative Care Clinical Coach**

**The Palliative Care 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 Palliative Care 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.

*This is a time-limited role ending March 31, 2026 with option for extension pending continued funding from Ontario Health.*

### **Key Responsibilities:**

- Coach and mentor staff to enhance primary-level palliative care competencies.
- Collaborate with community leaders on service integration and change management.
- Consult on complex clinical cases beyond providers' expertise.
- Support Indigenous communities in palliative care implementation, as requested.
- Co-develop the regional Delivery Framework with Ontario Health, ensuring measurement and reporting.
- Promote regional collaboration and system integration.
- Align community implementation with Ontario Palliative Care Network guidance.
- Assess and improve palliative care quality in participating organizations.
- Lead palliative care quality improvement and practice change initiatives.

### **Requirements:**

- Minimum five (5) years' experience in practice in palliative care is required.
- 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.
- Additional training in gerontology, palliative care, and project management experience are assets.
- Strong 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 and collaborating with a range of roles, disciplines, and levels of staff in different health care settings

- 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 in the Espanola and Lacloche Foothills area, 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.
- Excellent communication skills and experience with culturally responsive teaching
- A demonstrated focus on person-centred 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.

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Thank you for your interest. Only applicants who have been selected for an interview will be contacted.