

Health Association Nova Scotia is a not-for-profit, non-government, membership-based association with 60 years' experience in delivering shared services, policy support and expertise our customers can count on. Serving over 130 organizations from across the province of Nova Scotia, our core fee-for-service/cost recovery services are Clinical Engineering Services, Labour Relations and Compensation Analysis, Group Benefits Solutions and Shared Financial Services. The Health Association also provides policy support to its continuing care members and is a joint sponsor of the Nova Scotia Health Employees' Pension Plan.

**Clinical Practice Consultant – Four positions
Zone 1, Zone 2, Zone 3, and Zone 4
Full Time**

The Clinical Practice Support Program will include a Clinical Practice Team that will lead the development of evidence-based clinical standards and guidelines for the Continuing Care) sector. The team will provide resources and directly engage and support Continuing Care service providers to develop and enhance educational programs to enhance competencies, connect theory to practice, and enable continuous learning of resident care staff.

Position Scope
<p>The Clinical Practice Consultant , who reports to the Clinical Practice Manager, leads and guides healthcare providers by utilizing evidence to plan, develop, implement and assess clinical programs. Additionally, this role supports learning and performance initiatives. The Practice Consultant develops a strong network of internal and external partnerships with the goal of promoting and advancing quality practices that result in safe, ethical, quality health outcomes for Continuing Care clients.</p> <p>In this position, you will be responsible for:</p> <ul style="list-style-type: none"> • Evidence-Based Standards and Clinical Programs: Using evidence-based standards, collaborate with the LTC sector to plan, develop, implement, and evaluate clinical programs. • Collaborate: Engage with LTC service providers, regulatory bodies, and other stakeholders to foster strong partnerships to promote quality practices. • Development of Resources and Competency Enhancement: Building tools to support the sector for <ul style="list-style-type: none"> <u>Educational Programs:</u> Develop resources that enhance competencies. These could include training modules, workshops, and educational materials. <u>Theory to Practice:</u> Bridge the gap between theory and practice. Support Continuing Care service provider staff to apply evidence-based knowledge in their daily work. <u>Continuous Learning:</u> Encourage ongoing learning for client/resident care staff. Provide opportunities for skill development and knowledge transfer. • Implementation and Evaluation: <ul style="list-style-type: none"> <u>Planned Learning Activities:</u> Deliver training sessions, workshops, and educational programs. Monitor their effectiveness. <u>Documentation:</u> Document the learning process and outcomes, this helps track progress and informs future improvements. • Clinical Competencies: <ul style="list-style-type: none"> <u>Education:</u> Provide education to clinical professionals. Uphold organizational standards and practices. <u>Maintenance:</u> Support clinical competencies through continuous learning and adherence to evidence-based guidelines.
Qualifications & Experience
<ul style="list-style-type: none"> • Bachelor of Science in Nursing or have graduated from an accredited nursing program and approved nursing program. • Licensed practical nurses must have at least two years of experience as a clinical nurse educator in long-term care and five years in a leadership role. • Must be registered or be eligible for registration within the Nova Scotia College of Nursing. • Master's Degree in Education is preferred, a certificate course in adult education (or equivalent) is also considered an asset. • Candidates should have at least two years of relevant clinical experience providing education within a clinical practice environment, specifically in home/community and long-term care. • Recent experience in adult education/teaching as a Clinical Nurse Educator/Nursing Instructor preferred.

Qualities & Abilities

- Demonstrated initiative, practical interpersonal skills, communication skills, and innovative problem-solving.
- Skills and experience in promoting learning cultures that nurture equity, diversity, and inclusivity, focusing on intersectional values, analysis, and actions, clinical humility, and the responsible use of power and privilege.
- Display leadership, sound judgement, and independent decision-making.
- Self-starter and able to demonstrate considerable initiative.
- Ability to drive projects from conception to completion.
- Well-developed verbal and written communication skills to communicate effectively with all levels of management, staff, consultants, and member organizations, employing presentation skills where appropriate.
- Evidence of adult education theory application and leadership development and experience in the last year
- Ability to rapidly adapt and respond to changes in work priorities/ assignments.
- Proficiency with computer skills applications including complete Microsoft Suite, internet browsers, Learning Management Systems, Web-based classroom discussion boards.
- Ability to set priorities and meet deadlines.

We offer a competitive salary and competitive benefits including NSHEPP pension.

As an organization that supports a diverse workplace, we welcome people from all ethnicities, genders, sexual orientations, age, religion, physical and mental abilities, family status, and political belief and affiliation.

Application deadline is May 3, 2024

Qualified applicants are invited to submit their resume and covering letter in confidence to:

<https://jobs.crelate.com/portal/healthassociation/job/puxok5gfr4pqjmqkr5eef9tetc>

Health Association thanks all applicants for their interest; however only those selected for interview will be contacted.