



Position: Clinical Resource Nurse

Hospice Vaughan

Since 1995, Hospice Vaughan, a not-for-profit, volunteer-based organization, has been helping people with life-limiting illnesses live fully in comfort and with dignity until they die, while providing support for families, friends, and caregivers. Currently we offer community-based programs and services including Hospice at Home, Day Programs, Wellness Programs, Counselling, Education and Bereavement services and a 12-bed residence.

JOIN OUR TEAM:

This role will appeal to a dynamic and experienced Registered Nurse (RN) who values hospice palliative care and who is eager to support a growing organization and an energetic team. Reporting to the Manager, Residence Services the Clinical Resource Nurse (CRN) will work collaboratively with all team members to advance identified hospice care goals and quality of care as defined by the client and their family. The CRN will support care and day-to-day operations provided by staff and volunteers and will also provide direct client care as required. The CRN will ensure care-plans across the domains of physical and psychosocial care are established and utilized. This position will serve as the lead for infection control, risk management and quality of care standards.

Primary Duties and Responsibilities:

Clinical Management and Point of Care Support:

- Attend morning huddles (when working) and weekly client review rounds.
- Participate in interdisciplinary team meetings with peers to provide guidance and support
- Lead the orientation and mentorship of new employees and students in collaboration with the residence team.
- Develop and update clinical processes to reflect evidence-based information.
- Assist with provision of care as required.
- Support team in positive communication with clients and families.
- Lead clinical care when manager is away to support as needed (holidays/sick days)
- Implement projects to elevate clinical practice and the stature of the organization.
- Completion of Palliative Education (LEAP, CAPCE, etc.) with CHPCN Certification an asset
- Strong computer skills (especially Excel, PowerPoint, InfoAnywhere)
- Must be registered with the CNO as a Registered Nurse (RN)

On call and Intake

- Required to perform the duties of intake coordinator role every third Saturday/Sunday and when the intake coordinator is on vacation or away.
- Required to participate in on call duties to support clinical needs of the Hospice.
- Assume a shift for an RN/RPN when a shift is vacant (and cannot be filled) due to an unexpected absence.

Quality Assurance

- Participate as an active member on hospice committees and councils for improvement of client care and the work environment.
- Participate and occasionally lead continuous quality improvement and program evaluation activities.
- Assist in the development of orientation programs and the ongoing education of hospice employees, students, and volunteers based on current evidence-based practice.
- Participate in policy and procedure development and revisions.

Risk Management

- Assist in maintaining a safe environment for clients and families, employees, and volunteers by assisting in the review of and updating of established safety and emergency practices as well as policies and procedures of the hospice and by ensuring compliance with the Occupational Health and Safety Act.

We Offer

- Competitive compensation with health benefits
- Employer-matched RRSP
- On-Site parking

Qualified applicants are invited to forward a cover letter and resume to hr@hospicevaughan.com. Please specify "Clinical Resource Nurse" in the subject line of your email. Include your personal email if applying via a job portal. Applications are welcome until the job posting is filled.

We thank all applicants for their interest, however, only those candidates who have been short-listed will be contacted. Please no phone calls or agency inquiries

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as assigned to meet the emerging and evolving needs of the organization.

This position is a unionized position as part of the ONA bargaining unit.