



Palliative Care Clinical Coach

The Clinical Coach works with Ontario Health Regional Palliative Care Teams and priority organizations across long-term care, community, and hospital sectors to improve palliative care delivery in alignment with provincial direction and the Adult Models of Care.

The Clinical Coach advances earlier identification of palliative care needs, timely goals-of-care conversations, care planning aligned with each person's preferences, and stronger transitions across care settings. The role helps residents and patients receive high-quality care and, whenever possible, die in their preferred place.

This time-limited role supports the FY 2026–27 Clinical Coaching initiative and is subject to continued funding from Ontario Health.

Key Responsibilities

- Ensure priority organizations have access to palliative care education, training, resources, and clinical coaching aligned with Ontario Health direction and the Adult Models of Care.
- Build front-line provider competency in early identification of palliative care needs and goals-of-care conversations.
- Mentor health service providers in long-term care, community, and hospital settings in alignment with the Ontario Palliative Care Competency Framework.
- Support change management, quality improvement, and practice-change activities across priority organizations.
- Work with regional partners and organizations serving equity-deserving populations to identify barriers and improve equitable access to palliative care.
- Participate in provincial data collection and reporting, as required.
- Support Indigenous communities and organizations with implementation efforts when requested and, where appropriate, in collaboration with regional partners.

Qualifications

Education and Experience

- Regulated health professional in good standing with the applicable college (for example, RN, RPN, NP, or RSW) and a recognized palliative care subject-matter expert within the catchment area.
- Minimum five (5) years of palliative care practice, with experience supervising clinical staff and working across diverse health-care settings and disciplines.
- Demonstrated expertise in clinical coaching, consultation, debriefing, quality improvement, evidence-based practice, research, or program evaluation.
- Graduate education and additional training in gerontology or project management are assets.

Knowledge and Skills

- Commitment to equity-based, person-centred, culturally responsive palliative care and engagement with First Nations, Métis, Inuit, and urban Indigenous communities.
- Strong interpersonal communication, active listening, coaching, relationship-building, critical-thinking, judgment, and problem-solving skills.
- Ability to design, deliver, and evaluate education for interprofessional learners using evidence-informed approaches and educational technologies.
- 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.
- A good understanding of regional priorities and local health care needs in the Espanola and Lacloche Foothills area, within Ontario's health care landscape.
- Proficiency with Microsoft Outlook, Word, Teams, PowerPoint, and Excel.
- Ability to work independently and collaboratively under pressure.
- Access to reliable transportation for travel to priority organizations.

Working Conditions

The role involves minimal to moderate physical effort in office and client-facing environments. Travel within the Ontario Health Region or assigned geographic catchment area is required.

How to Apply

Human Resources Manager
Espanola Regional Hospital and Health Centre
825 McKinnon Drive
Espanola, ON P5E 1R4
Email: recruitment@esphosp.on.ca

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