

EXTERNAL POSTING

Inviting applications for the position of: Clinical Coach – Palliative Care Project

Location: Virtual, onsite work required within LLG, with regional travel
Hours: 1.0fte – 70hrs bi-weekly
Term: to March 31, 2027 – with possibility of extension
Salary Range: \$68,200 - \$85,200 annually or \$37.47-\$44.95
Start date: as soon as possible
Existing Vacancy: yes

Who we are:

The **Lanark, Leeds and Grenville Ontario Health Team (LLG OHT)** is a collaborative partnership of more than 55 health, community and social service organizations committed to a working with patients, clients, residents, and care partners in our communities to deliver more coordinated, seamless care for everyone we serve. **Rideau Community Health Services (RCHS)** is a non-profit, fully accredited organization that offers primary health care and social services throughout Lanark, Leeds & Grenville, and serves as employer on behalf of the LLG OHT.

What we offer:

- Competitive Rates
- Pension Plan - HOOPP
- Team Work
- Professional Development opportunities
- Work/Life Balance and Supportive Culture

About the Role:

See attached Job Description

Submit your expression of interest in the form of cover letter and resume by Sept 11, 2026

To Human Resources hr@rideauchs.ca

All applications are considered confidential. AI screening is not used in hiring.

RCHS is accountable to employees, clients and to the government of Ontario for meeting the standards set by the Accessibility for Ontarians with Disabilities Act, 2005 ("AODA") and its regulations. RCHS is an equal opportunity employer, respecting and embracing the needs and diversity of our employees. If you require an accommodation to fully participate in the hiring process, please call 613-269-3400, ext. 228.

POSITION TITLE: CLINICAL COACH

REPORTS TO: EXECUTIVE LEAD – LLG OHT; CLOSELY LIAISING WITH ONTARIO HEALTH EAST

PURPOSE OF POSITION

The Clinical Coach is responsible for working with the Ontario Health Regional Palliative Care Teams to support improvements to palliative care delivery in Ontario in alignment with provincial direction and the following Adult Models of Care:

- [ADULTS RECEIVING PALLIATIVE CARE IN COMMUNITY SETTINGS](#)
- [ADULTS RECEIVING PALLIATIVE CARE IN HOSPITAL SETTINGS](#)

THE OVERARCHING GOALS OF THE CLINICAL COACHING INITIATIVE ARE TO:

1. Support Long-Term Care Homes (LTCHs) to improve quality of life for residents and enable residents to die in their preferred place of death through strengthened palliative approaches to care including early goals of care conversations.
2. Strengthen and increase palliative care delivery in the home setting by enabling earlier identification of palliative care needs and care planning that is in alignment with patients' preferred place of death.
3. Strengthen transitions in care across Hospital and Community Settings to support patients with palliative care and/or end of life care needs to receive care and die in their preferred place of death.

KEY RESPONSIBILITIES

A. EDUCATION, TRAINING AND RESOURCE COORDINATION

- Ensure priority organizations across long-term care, community, and hospital sectors have access to education, training, and resources, while coordinating and delivering clinical education and coaching aligned with the Adult Model of Care and Ontario Health directives.
- Build competency amongst front-line providers from priority organizations in the delivery of primary-level palliative care, with a focus on:
 - i. Early identification of palliative care needs
 - ii. Goals of Care (GOC) conversations
- Provide palliative care mentoring for health service providers in the long-term care, community and hospital sector settings in alignment with the [ONTARIO PALLIATIVE CARE COMPETENCY FRAMEWORK](#).

- #### **B. Support change management and quality improvement activities across priority organizations in the long-term care, community, and hospital sector settings.**

- C. Work collaboratively with regional partners and priority organizations, including those serving equity-deserving populations, to identify and address barriers to implementation and improve equitable access to palliative care.
- D. Participate in Data Collection and Reporting when required, in alignment with provincial expectations.
- E. Provide support to Indigenous communities and organizations for their implementation efforts, as requested by those organizations and, where appropriate, in collaboration with regional partners.
- F. At the discretion of Ontario Health, consult on and/or provide limited and occasional direct patient care when the needs of the patient, and/or local community are beyond the existing competencies of providers within, or available to, priority organizations.

QUALIFICATIONS

EDUCATION AND EXPERIENCE

- A known palliative care subject matter expert within the catchment geography who is a regulated health professional (e.g., RN, RPN, NP, RSW) in good standing with their respective regulatory college. Graduate education and additional training in gerontology or project management are considered assets.
- At least 5 years of palliative care practice, plus experience supervising clinical staff and working across diverse health-care settings and disciplines.
- Strong skills in clinical coaching, consultation, debriefing, quality improvement initiatives, and applying evidence-based research or program evaluation.
- 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 with a range of roles, disciplines, and levels of staff in different health care settings.

KNOWLEDGE AND SKILLS

- Committed to equity-based, person-centered, culturally responsive palliative care, with strong understanding of Ontario's regional health-care needs and priorities, including engagement with First Nations, Métis, Inuit and urban Indigenous communities.
- Strong interpersonal, communication, coaching, and relationship-building skills, grounded in empathy, active listening, and the ability to work independently or collaboratively under pressure.
- Demonstrated ability to design, deliver, and evaluate education and training for interprofessional learners, using evidence-informed approaches and culturally responsive teaching; proficient with educational technologies and Microsoft tools.
- Strong critical thinking, judgement, and problem-solving abilities

- 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.
- Access to reliable transportation to support travel to priority organizations.

EFFORT- PHYSICAL/SENSORY DEMANDS

Work involves minimal to moderate physical effort normally associated with both office and client-facing environments. There is flexibility to change work activities, take a break or alter work position.

WORKING CONDITIONS

Normal office environment as well as work in client-facing environments with no unusual or unpleasant conditions. Travel within the Ontario Health Region or the assigned geographic catchment area is required.

OTHER

- Ability to work flexible hours based on program needs
- Valid Driver's license
- Canadian criminal record check and a vulnerable sector check that are satisfactory to RCHS