

CLINICAL SCHOLAR

Temporary Full-time – to March 3, 2025

POSITION PURPOSE

Clinical Learning Specialists are experienced nurses with frontline experience who are employed in supernumerary positions to provide mentorship to newly graduated nurses to support their transition into the workforce. Types of new nurses include nursing graduates, internationally educated nurses (IENs) and nurses looking to upskill.

DUTIES AND RESPONSIBILITIES

Focusing on New Nursing Graduates and under the guidance of the Professional Practice lead:

- Acts as a clinical resource and role model by displaying leadership behavior that builds positive working relations within the hospital.
- Collaborates closely with Management to ensure operational requirements are achieved.
- Makes independent decisions related to managing training/educational needs, managing resources, tools and logistics
- Uses a variety of adult learning strategies and evaluation techniques to deliver coaching, education and support to nursing staff in alignment with desired learning outcomes.
- Ensures nurses are provided information and training related to new products.
- Ensures nurses are provided with information and coaching on safe work practices in the delivery of care, including but not limited to re-training and/or orientation on lifting devices.
- Utilizes best available evidence to provide in-the-moment clinical practice support through coaching, mentoring, and demonstration of skills.
- Provides education for skills beyond the principal expectations of practice and delegated controlled acts to optimize full scope of nursing practice.
- Completes practice audits and communicates outcomes to clinical management team.

LEADERSHIP, EDUCATION, EXPERIENCE, SKILLS & ABILITIES:

- Baccalaureate Degree in Nursing (BScN).
- Expertise in telemetry monitoring
- Current Basic and Advanced Cardiac Life Support (BLS and ACLS).
- 3 years' experience working within an adult focused acute care environment.
- Knowledge of Gentle Persuasive Approaches, Non-Violent Crisis Intervention and Just Culture are an asset.
- Knowledge of CNO standards and current best practice guidelines.
- Proficient in documentation within Epic EMR system an asset.
- Theoretical knowledge and practice experience in adult education, including educational program planning, development, and evaluation an asset.
- Demonstrated pattern of consistent attendance and capability of maintaining that same standard.
- Excellent interpersonal and oral communication skills required to work effectively with other members of the healthcare team and multicultural clientele.
- Previous experience with mentorship of new staff or students.
- Demonstrated critical thinking, prioritization, and conflict resolution skills.
- Broad depth in clinical knowledge
- Demonstrated commitment to the CMH core values of Compassion, Learning and Innovation, Excellence, Accountability, and Respect.

How to Apply: Email your resume and cover letter to Human Resources, careers@cmh.ca with the job title and competition number **O24-21** in the subject line. *Accommodations are available on request for candidates taking part in all aspects of the selection process.*