



Job Posting Reference #: NU.2024.06

Lennox and Addington County General Hospital Non-Union Position - Physician Assistant Temp-Full-Time (Up to 12 Months) Vacancy

Area of Assignment: Emergency Department

Basic Function and Scope:

The Hospital will ensure that the Physician Assistant (PA) participates in patient care under the direction of a supervising Emergency Medicine physician(s) at all times.

The role may include but is not limited to:

- i. Support Emergency Department (ED) patient care: Perform comprehensive and problem-focused histories and physical examinations; perform appropriate laboratory and diagnostic studies, perform minor procedures in emergency medicine.
- ii. Support discharge planning in the ED: Liaise with the ED interprofessional team to support appropriate discharge planning.
- iii. Support continuum of care: Perform emergency medicine patient screening; facilitate patient referral/consultation to the appropriate physician or agency; and participate in ED follow-up/diversion clinic.
- iv. Administrative/office duties: Follow-up of lab results/imaging study reports, contact patients post-discharge as required. Participate in ED quality improvement activities.

- Reporting: Administrative reporting will occur through the Program Manager
- Clinical reporting will occur through the Medical Director of the ED and Chief of Staff

Hours of Work: Rotating shifts (days, evenings, nights, and weekends) as required.

Responsibilities & Duties Include:

The role may include but is not limited to:

- Provide clinical/professional leadership within the organization.
- Support, advise, counsel, and educate regarding options, treatments, and practices in the delivery of care.
- Conduct interventions with and/or advocate on behalf of patients.
- Determine clinical/professional educational needs; provide/coordinate programs and resources.
- Provide support and interventions to resolve issues and conflicts.
- Contribute to clinical/professional/personal development through mentoring and coaching.
- Assess and improve quality of client/system outcomes through evidence-based practice.
- Conduct and support clinical research and academic initiatives.
- Assess, develop, implement, and evaluate process/practice improvement initiatives.
- Contribute to and ensure the development and maintenance of policies, procedures, practices and performance standards

**NOTE - The above duties are representative but are not to be construed as all-inclusive.*

Qualifications:

Education:

- Must hold U.S. or Canadian BSc (PA), equivalent degree or equivalent experience, or Department of Defense (Military) education/experience.

Registration:

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- Must be certified by either the National Commission on the Certification of Physician Assistants (in the U.S.) or the Physician Assistant Certification Council of Canada.
- Must meet the competencies outline by the province in the Defining the Physician Assistant Role in Ontario (<http://www.healthforceontario.ca/UserFiles/file/AHP/Inside/PA-role-april-2007-en.pdf>).

Experience:

- Experience in emergency medicine or urgent care preferred

Required Skills:

- Strong bedside manner, able to make emergency decisions quickly.
- Demonstrated ability to educate patients and families
- Demonstrated leadership and collaboration skills within the interprofessional care team
- Excellent interpersonal, communication, presentation, and documentation skills
- Demonstrated ability to work both independently and collaboratively with all team members
- Evidence of strong mentoring, teaching, team building, change leadership, organizational and prioritization skills, with the ability to work well in stressful situations
- Demonstrated ability to effectively deal with conflict situations and proactively and effectively resolve issues impacting on quality and continuity of care
- Exceptional time management, organizational and prioritization skills
- Demonstrated ability to problem solve and make evidence-based decisions
- Demonstrated critical thinking and decision-making skills
- Demonstrated ability to interpret/participate in research
- Demonstrated knowledge of computer database and data analysis
- Satisfactory criminal reference check required

Physical Requirements:

The applicant must be able to meet the physical demands of this position.

The Lennox and Addington County General Hospital is an equal opportunity employer providing a barrier free workplace supported by the Hospital's Accessibility Plan. Persons with disabilities may request accommodation at any stage of the recruitment process providing the applicant has met the Bona-fide requirements for the position. Applicants need to make their requirements known when contacted.

The Lennox and Addington County General Hospital is a smoke free organization.

If you are interested and possess the qualifications listed above you are invited to apply in writing to:

**Human Resources, Lennox and Addington County General Hospital,
8 Richmond Park Drive, Napanee, ON K7R 2Z4
Phone: 613-354-3301 ext. 456
Fax: 613-354-0729
Email: hr@lacgh.napanee.on.ca**

We thank all applicants, however, only those selected for interviews will be contacted.