



NON-CONTRACT ROLE DESCRIPTION

JD2109

ROLE TITLE:	Practice Consultant, Professional Practice	ROLE DESCRIPTION NO.:	00664
DEPARTMENT:	Professional Practice	HEABC REFERENCE NO.:	
REPORTING TO:	Manager, Nursing & Allied Health	HSCIS CODE:	04099
CLASSIFICATION:	NCEM/Range 8A	JOB CODE:	04099PC

ROLE SUMMARY

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health) patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Manager, Professional Practice, the Practice Consultant provides leadership and consultation in analysis, the use of evidence, knowledge dissemination and synthesis to plan, develop, implement and evaluate clinical programs and to support Learning & Performance (L&PS) activities and initiatives. The Practice Consultant develops a strong network of internal and external partnerships with the goal of promoting and advancing quality practices that result in safe, ethical, quality health outcomes for patients, clients and residents.

DUTIES AND RESPONSIBILITIES:

1. Develops and maintains professional practice networks enhancing the sharing of knowledge, monitoring of practice trends, identification of opportunities promoting innovation and partnerships for improvement and ensuring consistent delivery of quality professional practice/ learning and performance support throughout VIHA.
2. Collaborates with regulatory and internal VIHA partners to develop implementation plans that support compliance with the legislation and regulations for the appropriate professional group(s) such as Health Professions Act.
3. Based on VIHA strategic and organizational priorities works with VIHA leaders to facilitate analysis, design, and development of L & PS approaches and solutions, across a continuum of resources and performance support tools, including classroom, e-learning, job aides, coaching and mentoring.
4. Oversees specific project coordinators and related projects as assigned including the monitoring of budgets, supervision of day-to-day work and human resource time management.
5. Counsels VIHA leaders in maximizing health human resources utilization by facilitating full scope of practice for all categories of health providers and participates in the analysis, development, implementation and evaluation of systems and processes to foster sustainability of the healthcare workforce.
6. Collaborates with various internal and external partners such as Program Leaders, Educators, People and Organizational Development, Ministries, and regulatory bodies to conceptualize, develop, implement and/or coordinate practice and learning and performance approach.
7. Obtains reviews and disseminates current information including Professional Standards of Practice, Professional Scope of Practice, Ethical Standards of Practice; and Limits & Conditions. This information is provided to VIHA leaders for use in decisions impacting VIHA practice and client care.
8. Represents VIHA and Professional Practice at various events including educational forums, professional associations, regulatory bodies and external committees.
9. Networks and supports professional practice initiatives and structures and related clinical groups within VIHA.

10. Provides leadership and collaborates with healthcare providers and leaders to ensure opportunities through VIHA structures and processes for professional staff to have meaningful input into their practice and work environments.
11. Promotes the development and dissemination of clinical knowledge and its application to professional practice in support of evidence and research-based clinical and organizational decision-making.
12. Provides leadership and collaborates with healthcare providers and leaders in building practice environments that promotes a culture of excellence and safety, respect and collaboration, accountability and critical inquiry.
13. Performs other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

A level of education, training and experience equivalent to a Master's degree in a relevant clinical health profession, supplemented by a minimum of five (5) years recent, related clinical experience in a complex health care environment including progressive professional practice, education, project management and leadership experience.

Skills And Abilities

- Current practicing registration with the relevant regulatory college or association in British Columbia.
- Knowledge of health care system and provincial educational systems.
- Thorough knowledge and experience working with complex health care organizations.
- Demonstrated innovation and creativity and is current regarding evolving trends and practices.
- Knowledge of adult education principles and performance support concepts supporting learners at the moment of apply.
- Demonstrated ability to work collaboratively and participate effectively in a team environment.
- Advanced interpersonal and communication competencies, written, verbal and non-verbal.
- Demonstrated ability to develop and write proposals and to document planning processes.
- Advanced organizational competencies.
- Advanced competencies in planning and facilitating organizational change, systems thinking, building collaborative partnerships.
- Advanced consultation, facilitation and program management competencies including program implementation and evaluation.
- Proven flexibility with a high level of initiative and self-direction.
- Demonstrated ability to work through complex situations using an evidence-based approach.
- Demonstrated effective decision making skills and critical appraisal skills.
- Ability to rapidly adapt and respond to changes in work priorities/ assignments.
- Proficiency in the use of personal computers and related technology.
- Physical ability to carry out the duties of the position.