

**Geriatric Emergency Management (GEM) Clinical Specialist  
(Permanent Full-time)**

The GEM Clinical Specialist provides an expert clinical resource who works in collaboration with the Emergency Department (ED) and Inpatient Unit (IPU) team. With a focus on our community and rural hospital setting, the GEM specialist will provide geriatric assessment focusing on cognition, mobility, falls, pain, nutrition, functional assessment, continence, mood and behavior for our high-risk geriatric patient population who present in the ED. This position is responsible for providing expert clinical assessments and making recommendations to primary care providers regarding the health care needs of the geriatric population, to provide education and recommendations to the patient family or caregivers, and to coordinate referrals to community support services.

**DUTIES AND RESPONSIBILITIES**

- Consultation: Provides consultative support to the ED Physicians and interprofessional team in the assessment and treatment of geriatric patients in the ED, extending into the inpatient stay if required.
- Assessments: Performs assessment activities, including conducting client interviews and assesses psychosocial, cultural, and ethnic factors affecting client needs.
- Advocacy: Serves as an advocate for elderly patients and their families while in the ED.
- Planning: Identifies expected outcomes derived from the assessment data and diagnosis and individualizes expected outcomes; formulates a comprehensive plan of care.
- Education: Acts as a coach, mentor, resource and positive role model for team members, students and family/caregivers.
- Implementation: Implements the comprehensive plan of care in conjunction with the team, client and caregiver(s), including:
  - Facilitating timely and safe discharge of elderly patients from the ED and connecting them to community resources.
  - Developing action plans for high-risk seniors identified to be at risk for functional and/or medical decline and/or at risk of hospitalizations.
  - Providing an individualized and coordinated approach to optimize and support the capacity of seniors to remain in their own homes; and
  - Initiating early referrals to community support services and specialized geriatric services.
- Evaluation: Assesses patient/family response to ED visit, whether patient is attaining expected outcomes, and modifies the plan of care to ensure the highest quality of care has been delivered to patients and their families.
- Documentation: Documents patient history, regular progress notes, referrals as appropriate, Ministry of Health (MOH) forms, and other pertinent information in an accurate and timely manner according to organizational policies, procedures, and guidelines.

**ADMINISTRATIVE**

- Performs quality improvement and administrative responsibilities.

- Participates in the development, implementation, and evaluation of quality management programs/initiatives.
- Participates on relevant committees and task forces at all levels of the organization, internally and externally.
- Participates in the development, implementation, and evaluation of policies and procedures, and care delivery models, etc.
- Suggests policy changes based on research outcomes and/or evidence-based practice.
- Participates in the development of practice standards, protocols, and clinical pathways.

## RESEARCH

- Performs research activities that effectively integrate research into the clinical role.
- Conducts clinical investigations and participates in investigations to monitor and improve client care practices.
- Advances interprofessional practice through innovative evidence-based practice, best-practice guidelines, professional standards, and modification of organizational policies that direct the care of nursing personnel and other healthcare providers to improve outcomes.
- Facilitates the development of researchable questions in clinical practice.

## **EDUCATION, EXPERIENCE, SKILLS & ABILITIES:**

- Completion of a master's degree in healthcare Preferred.
- Current registration with a regulated Health professional body in good standing
- Baccalaureate degree required.
- Minimum 2 years' recent experience in geriatrics and/or emergency services
- Gentle Persuasive Approaches (GPA) certification
- Non-Violent Crisis Intervention (NVCI) certification
- Completion of a recognized and accredited Gerontological certification or required within eighteen (18) months of hire.
- Demonstrated ability to develop and maintain collaborative working relationships with the interprofessional health care team and community partners including but not limited to Ontario Health (OH) East, Long-Term Care (LTC) facilities, Community Paramedicine, etc.)
- Demonstrated ability to develop and deliver educational programs related to senior friendly care to patients/families, the health care team, and community partners.
- Experience with electronic nursing documentation, Epic preferred.
- Knowledge of principles of adult education

### **How to Apply:**

Email your resume and cover letter to [careers@cmh.ca](mailto:careers@cmh.ca) with the job title and competition number **N24-15** in the subject line. Due to a high volume of applicants, only those selected for an interview will be contacted.

## **Our Hospital:**

Campbellford Memorial Hospital is looking for compassionate and innovative individuals to join our team. At CMH we have a 34 bed Acute Care In-Patient Unit, a Special Care Unit, Endoscopy Surgical Suite, Radiology Department, Lab, Mental Health Clinic, Geriatric Assessment and Intervention Network, numerous Out-Patient Clinics and a fully equipped 24/7 Emergency Department. We serve approximately 30,000 Northumberland, Peterborough and Hastings County residents, as well as a large seasonal population of cottagers and tourists. Apply today to become part of our incredible team of warm and caring professionals.

## **Our Community:**

Campbellford is a small, picturesque town in the heart of the municipality of Trent Hills. Living in Trent Hills will bring you closer to nature, offering an outdoor lifestyle with proximity to the Trent Severn Waterway, Ferris Provincial Park, and a wealth of trails for ATVs and snowmobiles.

*We thank all applicants for their interest in Campbellford Memorial Hospital. In an effort to promote employment equity, we welcome applications from all qualified individuals including Aboriginal persons, immigrants, members of minority groups, women and persons with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.*

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