Interlake-Eastern
Regional Health Authority

POSITION DESCRIPTION

POSITION TITLE: PALLIATIVE CARE NURSE EDUCATOR

DEPARTMENT: HOME CARE

CLASSIFICATION: NURSE IV

UNION: MNU

REPORTING RELATIONSHIPS

POSITION REPORTS TO: DIRECTOR HEALTH SERVICES – HOME CARE

POSITIONS SUPERVISED: Not Applicable

POSITION SUMMARY

The Palliative Care Educator is responsible for establishing and supporting evidence-informed palliative care education practices across the continuum of care, including acute care, long-term care, home care, and community services within the Interlake-Eastern Regional Health Authority (IERHA).

The incumbent is responsible for the planning, development, implementation, coordination, and ongoing evaluation of palliative care education initiatives utilizing best practice frameworks, including the Pallium Canada LEAP (Learning Essential Approaches to Palliative Care) model, Canadian Hospice Palliative Care Association standards, and provincial palliative care standards and guidelines.

The Palliative Care Educator provides clinical expertise, consultation, mentorship, and educational leadership to interdisciplinary staff to support the delivery of quality palliative and end-of-life care throughout the region. The incumbent collaborates with internal programs, external partners, leadership teams, and community stakeholders to strengthen foundational palliative care competencies and promote a consistent palliative approach to care across all sectors.

The position of Palliative Care Nurse Educator functions in a manner consistent with the mission, vision, and values of the Interlake-Eastern Regional Health Authority and adheres to professional standards of practice, the CNA Code of Ethics, Hospice Palliative Care Nursing Standards, and applicable legislation.

Interlake-Eastern RHA is committed to responding to the Truth and Reconciliation Commission of Canada's Calls to Action and creating working environments free of racism for both clients and employees. All staff members are encouraged to seek and identify patterns of harm towards Indigenous, black and marginalized clients and employees and to take actions to disrupt any form of racism. Collectively and individually, we are growing cultural competency capacity by implementing the region's anti-racism action plan.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

A. Contributes to a Culture of Safety and Quality Care

- Commits to patient and family-centered care as a core professional value and essential component of practice.
- Ensures educational practices support safe, ethical, and evidence-informed palliative care delivery.
- Ensures nursing and educational practices are consistent with legislative, regulatory, ethical, and professional standards.
- Promotes safety practices that reduce risk, including infection prevention and control, medication safety, symptom management, and risk awareness.
- Participates in Continuous Quality Improvement and Risk Management activities related to palliative care education and practice.
- Participates in the Interlake-Eastern Regional Health Authority's accreditation process promoting education and compliance with Required Organizational Practices.

B. Provides Regional Palliative Care Education and Clinical Support

- Assesses educational and training needs related to palliative and end-of-life care across acute care, long-term care, home care, and community programs.
- Plans, develops, coordinates, delivers, and evaluates palliative care education and training initiatives utilizing adult learning principles.
- Supports implementation of the Pallium Canada LEAP framework and other evidence-informed palliative care educational resources.
- Develops and maintains educational materials, tools, resources, and orientation content related to palliative care.
- Provides mentorship, consultation, and clinical support to interdisciplinary staff related to palliative care practice issues.
- Supports staff in developing competencies related to symptom management, goals of care conversations, advance care planning, psychosocial care, grief and bereavement, and end-of-life care.
- Acts as a clinical and educational resource for staff, students, volunteers, and interdisciplinary teams.
- Assists in the development, review, and implementation of regional palliative care policies, procedures, and standards.
- Collaborates with program leadership to identify educational priorities and opportunities for quality improvement.

- Participates in the development and delivery of public awareness and community education initiatives related to palliative care.
- Promotes a palliative approach to care across all sectors and throughout the illness trajectory.
- Supports standardized palliative care practices consistent with provincial and national standards.

C. Collaboration and Leadership

- Collaborates with leadership, interdisciplinary teams, educators, and community partners to strengthen palliative care capacity across the region.
- Participates in regional committees, working groups, and initiatives related to palliative care, education, and quality improvement.
- Provides ongoing communication to leadership regarding trends, educational needs, gaps, and opportunities related to palliative care services.
- Acts as an advisor and consultant to nursing and allied health disciplines regarding palliative care education and best practices.
- Demonstrates leadership through professional behavior, collaboration, mentorship, and effective communication.
- Promotes positive interpersonal relationships through respect, professionalism, and constructive collaboration.
- Exhibits flexibility, creativity, initiative, and sound professional judgment.
- Demonstrates awareness and understanding of emerging issues, trends, and best practices impacting palliative care delivery.

D. Professional Development and Best Practice

- Maintains and updates professional knowledge and skills through continuing education, literature review, certification programs, conferences, and professional networks.
- Participates in leadership meetings, regional education initiatives, and interdisciplinary team activities.
- Critiques and incorporates research and evidence-based practice into educational programming and clinical recommendations.
- Participates in environmental scanning for emerging palliative care practices, technologies, and educational opportunities.
- Supports continuous improvement initiatives to enhance palliative care services and patient/family experiences.
- Advocates for palliative care practices consistent with:
    - Canadian Hospice Palliative Care Nursing Standards of Practice
    - Canadian Community Health Nursing Standards
    - College of Registered Nurses of Manitoba Standards
    - Canadian Nurses Association Code of Ethics

OTHER

- Performs other duties as assigned.
- Pursuant to the Health System Governance and Accountability Act, Interlake-Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Baccalaureate Degree in nursing required.
- Currently registered with the College of Registered Nurses of Manitoba (CRNM) and a member in good standing.
- Certification in Hospice Palliative Care Nursing (CHPCN).
- Certification or coursework in Adult Education.
- LEAP Facilitator training through Pallium Canada considered an asset.

REQUIRED KNOWLEDGE:

- Demonstrated knowledge of palliative care standards, principles, and best practices.
- Demonstrated knowledge of hospice palliative care nursing standards and a palliative approach to care.
- Demonstrated knowledge of health care systems, regional services, and community resources.
- Demonstrated ability to review, analyze, interpret, and synthesize research, literature, and best practice guidelines.
- Demonstrated ability to apply adult learning principles and educational strategies.
- Demonstrated leadership ability in assessing learning needs and developing, implementing, and evaluating educational programs.
- Demonstrated knowledge of interdisciplinary practice and collaborative care models.
- Demonstrated proficiency in Microsoft Office applications including Word, Excel, PowerPoint, and Outlook.
- Excellent oral, written, facilitation, and presentation skills.

EXPERIENCE REQUIRED:

- Minimum of four (4) years recent nursing experience.
- Minimum of three (3) years recent experience in palliative care, hospice care, oncology, community health, or related clinical area.
- Demonstrated experience in education, facilitation, staff development, or clinical mentorship.
- Experience in program development and quality improvement.

SKILLS/COMPETENCIES:

- Ability to work independently and collaboratively within an interdisciplinary environment.
- Demonstrated leadership, organizational, and project management skills.
- Ability to manage competing priorities and meet deadlines in a time-sensitive environment.
- Demonstrated critical thinking and problem-solving skills.
- Ability to foster and maintain positive working relationships.
- Ability to communicate effectively and sensitively in emotionally complex situations.
- Valid Manitoba driver's license and access to a reliable vehicle for work purposes.
- Mental and physical ability to meet the demands of the position.
- Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
- Proficiency of both official languages is essential for target and designated bilingual positions.
- Completes and maintains a satisfactory pre-employment security check.

- Satisfactory employment record.

WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
- May be required to travel throughout the region as duties may require.
- No hazardous or significantly unpleasant conditions.
- All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.

WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Manitoba Association of Safety in Healthcare (MASH), Workplace Safety and Health Regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facilitys' Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Participates in and demonstrates an understanding of patient safety principles and practices in all day to day activities. Follow all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.

Created: _____
Date

Revised: _____
Date

Approved by: _____
Regional Manager/ Supervisor
Date

Approved by: _____
Vice President/ CEO
June 23, 2026
Date

Reviewed by: _____ June 23, 2026

Vice President, Human Resources Date

Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed position descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.