

Hearing and Speech Nova Scotia

Professional Practice Development Officer Temporary 1.0 FTE Position

Position Number: PPD0125 (NON-UNION) TEMP 1.0 FTE

Start Date: ASAP 2025

End Date: 2-year assignment following start date

Closing Date: Open until filled

Hearing and Speech Nova Scotia (HSNS) offers a rewarding professional career opportunity within a provincial program. Established in 1963, HSNS is a province-wide program providing audiology services to Nova Scotians of all ages, and speech-language services to preschool children, home schooled children and adults. HSNS delivers integrated and standardized service in 35 clinic sites, located in 25 communities. It holds an Accredited with Commendation Award from Accreditation Canada.

HSNS is accepting applications for the temporary 1.0 FTE position of **Professional Practice Development Officer** (non-union classification), based at the HSNS Provincial Office in Halifax. Accountable to the CEO and Executive Council, the Professional Practice Development Officer supports HSNS's strategic priorities related to the provision of quality, safe hearing and speech services. The Professional Practice Development Officer leads and supports the HSNS leadership team in its preparation for its upcoming Accreditation Review (Accreditation Canada). Working in collaboration with executive, management, and HR staff, the Professional Practice Development Officer develops, monitors, and implements quality and patient safety initiatives that support clinical services. The officer will assist knowledge translation tailoring it to the specific needs of HSNS staff and clients, using effective dissemination strategies, supporting implementation in practice, and continuously evaluating and sustaining its impact on care deliver.

Hearing and Speech Nova Scotia is an inclusive employer who supports diversity, equality, and reconciliation. Our goal is to be a workforce that is representative, at all job levels, of the people we serve. We welcome people from all ethnicities, genders, sexual orientation, age, religion, physical and mental abilities, family status, and political beliefs and affiliation.

Responsibilities for the Professional Practice Development Officer include:

- Leads HSNS Accreditation Plan.
- Design, implement, and evaluate strategies to enhance clinical practice standards and improve patient care outcomes across service areas
- Work with interdisciplinary teams to plan and execute initiatives that support a culture of quality, safety, and evidence-informed care.
- Translate current research, best practices, and clinical guidelines into practical tools and education resources for frontline staff.
- Networks with and establishes external partnerships to support recruitment objectives.
- Collaborates with executive leadership, management, human resources, and HSNS Labor Management Relations Committee.
- Upholds HSNS mission, vision, and values and adheres to HSNS policies and procedures.

This position requires travel throughout Nova Scotia and flexibility in work scheduling (a regular schedule to be provided at time of offer and subject to change). The successful candidate will be

required to provide proof of COVID-19 vaccination before start date and will be required to demonstrate current immunization and/or boosters by the end of the probationary period.

This position offers opportunities in health care leadership, professional education, coaching, mentorship, program development and evaluation, project management, and stakeholder engagement. The Professional Practice Development Officer champions a culture that promotes HSNS organizational values and ethics, fosters commitment to patient safety and patient/client-centred care, and supports a respectful, healthy, safe, ethical, and productive work environment.

The successful candidate must possess the following qualifications:

Qualifications:

- Master's Degree in Audiology or Speech-Language Pathology from an accredited program.
- Registered member of the Nova Scotia College of Audiology and Speech-Language Pathology or eligible for membership.
- Eligible for membership in SAC or CAA
- Familiarity with accreditation programs and processes.
- Minimum of five years SLP or Aud. clinical experience.
- Formal leadership training (CHE preferred), experience in senior leadership positions in a unionized health care environment.
- Demonstrated experience and skills in Quality Improvement.
- Demonstrated experience and skills in Systems Transformation and Change Management.
- Excellent communication and interpersonal skills (written and oral).
- Skills in qualitative and quantitative research methods and accountability requirements.
- Demonstrated experience working collaboratively with external government stakeholders.
- Familiarity with Aud/SLP and CDT scope of practice, training, and regulatory requirements.
- Familiarity with EDIRA principles as they apply to talent management planning.
- Proficiency in Microsoft Office applications.
- Valid Nova Scotia driver's license and access to a reliable vehicle.

To apply, please click the following link: <https://www.hearingandspeech.ca/work-with-us/employment-opportunities>

Note – All offers of employment will be conditional upon receipt of a criminal record transcript, child abuse registry search form and employment references, all to be satisfactory to the employer. We thank all applicants for their interest, however, only those selected for an interview will be contacted.