

## **Audiologist, Cochlear Implant Services - BC Children's Hospital**

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BC Children's Hospital

Vancouver, BC

#### **What you'll do**

- Administer and interpret comprehensive clinical assessments using current and evidence-based protocols to determine candidacy for implantation including interpreting individual test results, functional benefits from amplification, and developmental milestones. Participate in cochlear implant candidacy team meetings and the decision-making process. Provide support as a key member of the interdisciplinary cochlear implant team; the audiologist's participation and opinion is fundamental in the determination of patient candidacy.
- Utilize advanced knowledge and expertise in the area of electrical stimulation including speech coding strategies, modes of stimulation and other electrical parameters needed to create listening programs for a map for a patient's sound processor. Administer and interpret advanced electrophysiologic testing procedures including intra- and post-operative Neural Response Telemetry (NRT), electro Stapedial Reflex Testing (eSRT).
- Manage post-operative cochlear implant audiologic care including cochlear implant function, evaluation of patient auditory development and progress in relation to expected trajectories. Develop the appropriate adjustments to intervention plans/strategies in collaboration with other team members to maximize the child's auditory development. Provide cochlear implant technical support including patient orientation, education, and troubleshooting of cochlear implant related equipment.
- Provide treatment services to families including caregiver education, support and counseling regarding expectations, potential outcomes and interpreting test results relative to functional progress and assisting parents.
- Demonstrate the principles of family centered care in all aspects of assessment and training by promoting parents as the decision makers for their infants/children, ensuring the preferences, language, and culture of the family are respected, and role modeling family centered care.
- Participate in program planning and clinical practice guidelines as part of multi-disciplinary team by methods such as evaluating and developing clinical guidelines and protocols within the team to promote excellence in cochlear implantation services, and identifying, promoting and leading program planning strategies to enhance system processes and resources for patients.

- Act a clinical resource to audiologists and other health care professionals by methods such as reviewing complex cases, providing guidance and recommendations on audiologic care of patients with cochlear implants and providing training and education sessions to audiologists, other health care professionals and students.

## **What you bring**

### Qualifications

- Master's Degree in Audiology from a recognized program.
- Minimum of two (2) years recent and relevant Post Masters clinical experience specifically providing cochlear implant audiology services including a minimum of one (1) year of extensive experience performing pediatric cochlear implant audiology services within an interdisciplinary team environment.
- Current full registration as an Audiologist of the College of Health and Care Professionals of BC.
- Current Advanced Competency Certification in Cochlear Implant Management from the College of Health and Care Professionals of BC.
- Demonstrate comprehensive knowledge of the historic and ongoing impacts of settler colonialism and systemic racism on Indigenous Peoples within social and health contexts. This includes understanding how these factors contribute to current health disparities and barriers to care. Show a clear commitment to identifying, challenging, and eradicating Indigenous-specific racism and all forms of discrimination impacting equity-deserving groups within healthcare settings. This involves recognizing personal biases, institutional barriers, engaging in anti-racism education and training and advocating for systemic change.
- Demonstrated knowledge and understanding of legislative obligations and provincial commitments within BCCH & BCW contexts found in the foundational documents including Truth & Reconciliation Commission's Calls to Action (2015), In Plain Sight (2020), BC's Declaration on the Rights of Indigenous Peoples Act (2019), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Reclaiming Power and Place Missing and Murdered Indigenous Women & Girls Calls for Justice (2019), the Declaration Act Action Plan and Remembering Keegan: A First Nations Case Study, BC Human Rights Code, Anti-racism Data Act and how they intersect across the health care system.

### Core Competencies

- Brings an understanding of the Indigenous specific racism and the broader systemic racism that exists in the colonial health care structure, and has demonstrated leadership in breaking down barriers and ensuring an environment of belonging. Embed Indigenous Cultural Safety and Humility into all aspects of work. This means creating an environment where Indigenous patients feel respected, valued, and understood. Foster trust through respectful communication, active listening, and honoring equity-deserving people's perspectives on health and wellness. Commit to ongoing education and training on

Indigenous health issues, cultural safety, and DEI principles. Participate in workshops, cultural immersion experiences, and continuous professional development to stay informed and responsive to equity-deserving groups. Provide patient-centred care that respects Indigenous ways of knowing and healing, respects BIPOC experiences and world views ensuring that care plans are culturally relevant and holistic.

- Knowledge of social, economic, political and historical realities of settler colonialism on Indigenous Peoples and familiarity with addressing Indigenous-specific anti-racism, anti-racism and Indigenous Cultural Safety and foundational documents and legislative commitments (The Declaration Act, the Declaration Action Plan, TRC, IPS, Remembering Keegan, etc.).

#### Skills & Knowledge

- Comprehensive knowledge of social work theory, family therapy theory and practice.
- Comprehensive knowledge of issues related to eating disorders in children and youth and the psychosocial impact for patients and families.
- Knowledge of DSM IV diagnostic criteria for children and youth with eating disorders and related mental health co-morbid diagnoses.
- Knowledge of best practices in eating disorders treatment and evidence based clinical intervention including family therapy, family based treatment and cognitive behavioural therapy methods and their appropriate applications.
- Knowledge of eating disorders resources including St. Paul's Adult Eating Disorders Program and programs and teams around the province and other regions of Canada.
- Knowledge of relevant legislation affecting children and families in mental health including: Mental Health Act, Infants Consent Act, Freedom of Privacy and Information, and Child and Community Services Act.
- Knowledge of child protection risk factors and legal issues relevant to child protection reporting.
- Up-to-date knowledge of relevant local community agencies including MCFD, eating disorders teams throughout BC, and charitable organizations.
- Demonstrates a commitment to beginning and continuing their personal learning journey related to Indigenous-specific racism and dismantling systems of oppression, as well as addressing racism more broadly. Shows willingness to articulate and share their learning experiences to contribute to a culture of motivation and inspiration among peers.
- Demonstrates foundational knowledge of the social, economic, and political realities of settler-colonialism and its impacts on Indigenous peoples and equity-deserving groups within social and health contexts. Understands the impact of social determinants of health-on-health outcomes. Shows a commitment to learning about and upholding legislative obligations and provincial commitments outlined in foundational documents such as the Truth & Reconciliation Commission's Calls to Action (2015), In Plain Sight (2020), BC's

Declaration on the Rights of Indigenous Peoples Act (2019), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Reclaiming Power and Place: Missing and Murdered Indigenous Women & Girls Calls for Justice (2019), the Declaration Act Action Plan, Remembering Keegan: A First Nations Case Study, the BC Human Rights Code, Anti-Racism Data Act, and the Distinctions Based Approach.

## **What we bring**

Every PHSA employee enables the best possible patient care for our patients and their families. Whether you are providing direct care, conducting research, or making it possible for others to do their work, you impact the lives of British Columbians today and in the future. That's why we're focused on your care too – offering health, wellness, development programs to support you – at work and at home.

- Join one of BC's largest employers with province-wide programs, services and operations – offering vast opportunities for growth, development, and recognition programs that honour the commitment and contribution of all employees.
- Access to professional development opportunities through our in-house training programs, including +2,000 courses, such as our San'yas Indigenous Cultural Safety Training course, or Core Linx for Leadership roles.
- Enjoy a comprehensive benefits package, including municipal pension plan, and psychological health & safety programs and holistic wellness resources.
- Annual statutory holidays (13) with generous vacation entitlement and accrual.
- PHSA is a remote work friendly employer, welcoming flexible work options to support our people (eligibility may vary, depending on position).
- Access to WorkPerks, a premium discount program offering a wide range of local and national discounts on electronics, entertainment, dining, travel, wellness, apparel, and more.

**Job Type:** Regular, Full-Time

**Wage:** \$42.27 - \$52.81 per hour

**Location:** 4500 Oak Street, Vancouver BC, V6H 2N9

**Hours of Work:** Monday – Friday; 0800-1600

**Requisition #** 183509E

## **What we do**

[BC Children's Hospital](#) (BCCH) provides care for the most seriously ill or injured children and youth from across British Columbia.

BCCH program is part of the Provincial Health Services Authority (PHSA).

[PHSA](#) plans, manages and evaluates specialized health services with the BC health authorities to provide equitable and cost-effective health care for people throughout the province. Our values

reflect our commitment to excellence and include: Respect people – Be compassionate – Dare to innovate – Cultivate partnerships – Serve with purpose.

PHSA and BCCH are committed to employment equity, encouraging all qualified individuals to apply. We recognize that our ability to provide the best care for our diverse patient populations relies on a rich diversity of skills, knowledge, background and experience, and value a safe, inclusive and welcoming environment.

Learn more about PHSA and our programs: [jobs.phsa.ca/programs-and-services](https://jobs.phsa.ca/programs-and-services)

PHSA is committed to anti-racism and equity in our hiring and employment practices. With learning and compassion, we are addressing existing inequities and barriers throughout our systems. PHSA is seeking to create a diverse workforce and to establish an inclusive and culturally safe environment. We invite applications and enquiries from all people, particularly those belonging to the historically, systemically, and/or persistently excluded groups identified under the B.C. Human Rights Code.

One of PHSA's North Star priorities is to eradicate Indigenous-specific racism, which includes ongoing commitments to Indigenous recruitment and employee experience as well as dismantling barriers to health care employment at every level. We welcome Indigenous individuals to apply and/or contact the Sanya'kula Team (Indigenous Recruitment & Employee Experience) for support at [indigenous.employment@phsa.ca](mailto:indigenous.employment@phsa.ca).

Indigenous-specific anti-racism initiatives are rooted in addressing the unique forms of discrimination, historical and ongoing injustices, and exclusion faced by Indigenous peoples. These initiatives align with an Indigenous rights-based approach, recognizing the inherent rights and title of BC First Nations and self-determination of all First Nations, Inuit and Métis communities. PHSA is mandated to uphold legislative obligations and provincial commitments found in the foundational documents including the Truth & Reconciliation Commission's Calls to Action (2015), In Plain Sight (2020), BC's Declaration on the Rights of Indigenous Peoples Act (2019), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Reclaiming Power and Place Missing and Murdered Indigenous Women & Girls Calls for Justice (2019), the Declaration Act Action Plan and Remembering Keegan: A First Nations Case Study.