

**Role: Clinical Educator (ONA)**  
**Wage: As per Schedule A, ONA**

**Reports to: Senior Director of Operations**  
**Weekly Hours: 30 hours per week**

Interested Applicants please submit your resume and cover letter to [HR@shalomvillage.ca](mailto:HR@shalomvillage.ca) by Friday, December 12, 2025.

### **Clinical Educator**

Reporting to the Senior Director of Operations, the Educator will support the educational needs of staff, new hires and students.

At Shalom Village, we offer a supportive work environment, competitive compensation, and opportunities for professional growth and development. This is an exciting opportunity for a dedicated individual who is passionate about making a positive impact on the lives of seniors and their families. If you are ready to join a team that is committed to providing exceptional care and services to our community, we encourage you to apply to this exciting opportunity.

### **Responsibilities:**

1. Plans, deliver, evaluate, present recommendations for new clinical programs/practices and update current professional development and education services (clinical educational resources, in- services and continuing education, etc.) in conjunction with the leadership team.
2. Collaborates with the leadership team to determine educational needs of departments.
3. Acts as both a formal and informal mentor/coach, assisting with new learning, building AT HOME capacity and serve as a resource by assisting staff in identifying problems, available internal/external educational resources, and selecting educational options.
4. Inspiring and coaching to build our AT Home Capacity with all our teams using a variety of educational and leadership tools, including role modelling, educational sessions, orientation and one on one and small group coaching.
5. Develops, implements, and supports orientation and onboarding for all new hires in partnership with the Managers and Human Resources. In addition, works with the Director of Care regarding the placement of students by coordinating their development, supporting and monitoring their progress during their six-month onboarding period. Mentoring new Registered staff during their 6-month onboarding to their roles at Shalom Village
6. Participates in knowledge transfer activities that support the introduction and utilization of best practices and tools as they become available.
7. Supports the staff regarding their educational needs on a regular basis in achieving the provision of quality, personal and social experiences for the residents.
8. Supports the accreditation processes by ensuring compliance with standards, developing educational resources, and preparing staff for successful audits and evaluations
9. In conjunction with the Leadership team, identify gaps in practice (either for individuals or collectively) and develop appropriate remediation/coaching plans.
10. Writing clear information to help people assess, understand, and implement new and revised practices.
11. Reviewing relevant policies and procedures that support the learning and development of all staff.
12. Being involved in research that is relevant to Shalom Village by participating and using evidence-based research to identify strategies for improving professional development activities, practices and resident outcomes.

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13. Provide support to the At Home Leadership Team in mentoring and coaching new staff and staff needing help be more effective in their care strategies.
14. Review and assess Surge Learning materials to ensure that they provide and support legislative requirements in the provision of care and practice. Monitor staff usage and completion of surge learning modules.
15. Adherence to the respective regulations and relevant legislation in the Fixing the Long-Term Care Act, 2021, the Resident's Bill of Right, the standards set by the Colleges of Nurses of Ontario; and other professional bodies.
16. Provide a quarterly evaluation of the quality and effectiveness of the educational activities to ensure that they maintain and enhance professional development that promote the delivery of cost-effective high-quality care (e.g. monitor customer satisfaction, ROI and other measures of success as a result of these value-add programs).
17. Performs other duties as assigned.

### **Required Skills and Abilities:**

- Strong judgement and decision-making skills, with the ability to plan, organize and implement both proactively and responsively.
- Demonstrated knowledge of the principles of adult learning required (Certificate of Adult Education would be an asset).
- Demonstrated consistency in ATHOME Values and supporting a culture of care and respect.
- Demonstrated ability to excel during times of change and role-model effective change management.
- Ability to demonstrate an anti-oppressive approach to practice.
- Willingness and ability to maintain flexibility in the event of unforeseen situations.
- Excellent communication skills (written and oral) and interpersonal skills.
- Competent with MS Suite (Word, PowerPoint and Excel).

### **Qualifications:**

The successful applicant will possess the following qualifications:

- Registered Nurse with a Valid Certificate of Competence from the College of Nurses of Ontario or other regulated health professional with good standing with their respective College.
- Completion of baccalaureate degree in Nursing (BScN).
- Minimum three (3) years' experience in Long Term Care with specialized knowledge of Gerontology, Alzheimer Dementia, Behavioral Disorders, Complex Chronic Conditions and Palliative Care.
- Educator or Training Experience is preferred
- Current membership with Gerontological Nursing Association (GNA) considered an asset.
- Ability to work flexible hours to meet the educational needs of the home team.

### **ABOUT SHALOM VILLAGE:**

Shalom Village is a non-profit campus of care that specializes in the health and wellbeing of Hamilton area seniors. We provide an unwavering commitment to making every day the best day possible for the seniors who depend on Shalom Village services and programs.

Through their dedication, training and commitment to seniors, our team members transform the lives of

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older adults through a variety of programs and services, including long-term care, senior living apartments, fitness, community wellness and social programs.

Our long-term care services provide a homey environment and programs for frail seniors, while our assisted living apartments are perfect for more active seniors. Our fitness and community programs support local seniors living at home, while also providing them with the opportunity to socialize with their peers, learn new skills, and stay healthy and fit. ***Shalom Village is here to help create moments that matter for every senior!***

**\*\*Founded by the Jewish Community, for the benefit of all seniors throughout the Hamilton Region, our Jewish values and traditions ensure that all residents & participants, benefit from the respect, compassion, and dignity inherent in the Jewish faith. We welcome and celebrate individuals from all backgrounds, faiths and cultures.**

## **MISSION, VISION & VALUES**

**Our Vision:** Honouring our Fathers and our Mothers

**Our Mission:** To provide opportunities for the continuity of life interests, values, and relationships for those who need supportive housing, long term care, convalescent care, adult day services and specialized fitness facilities within the context of Jewish Values and Kashruth. We want all those who need our services to feel AT HOME.

**Our Values:** At Shalom Village we use the acronym AT HOME to provide a clear link between our vision, mission, values, and most importantly how these guiding principles are brought to life for all our stakeholders.

- **Acknowledge:** We will listen to each other and commit to being approachable, trustworthy, and helpful while valuing each person's contributions, perspectives and differences.
- **Together:** We will support each other and believe that together we can achieve anything.
- **Home:** We will create a feeling of comfort, trust, familiarity, and safety that honours Jewish Values and brings about each individual person's feeling of being at home.
- **Organization:** We will strive for learning, innovation, accountability, transparency, and excellence.
- **Memories:** We will share memories and create new ones through relationships, sharing, and celebrations.
- **Enablement:** We will empower, encourage, and focus on each other's strengths to make possibilities possible and accomplish our goals.

As a charity that depends on donor support, Shalom Village Staff play a vital role in our ability to deliver the lifesaving programs that benefit Shalom Village residents and participants. It is crucial that staff members believe in the power of philanthropy to bring people together to support the hundreds of seniors, and family members whose lives we impact every day. Our staff members are important ambassadors, donors, and members of the Shalom Village Family. We encourage all staff to join us as we harness the power of philanthropy to help us build a thriving community for our seniors, our families, and our staff.

Shalom Village is committed to diversity and inclusivity. We are excited to hire people whose skills, attitude, and abilities contribute to the success of the organization and who reflect the values of our community.

***\*\*Shalom Village recognizes that the right fit for a position is more than just a list of criteria. If you believe you may be a good candidate, but you don't meet all the criteria, please apply, and tell us why you're a great fit in your cover letter. You may be just the person we are looking for.***

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*We thank all applicants for their interest, however, only those shortlisted will be contacted.*