

Position Description and Position Qualifications

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Advanced Chaplain Practitioner: A New Position Model for Shaping Chaplaincy in the New Age of Healthcare

2018 APC/NACC Joint Conference

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OhioHealth

Columbus, Ohio

Description

8580

Exempt/Non-Exempt

Advanced Chaplain Practitioner

Exempt

Summary	The advanced chaplain practitioner works as a consultant to physicians, nurses, and other members of the interprofessional team in assessing the spiritual and psychosocial priorities of patients. The advanced chaplain practitioner engages in direct patient care through clinical empathy, focused listening, conflict mediation, interpretation of medical ethics, and religious support.
Scope	Lead Worker. This position reports to Director Pastoral Care.
Major Duties	<p>This position serves as a resource for other employees. May communicate instructions, do minor scheduling, and inspect work. Does not hire, fire, discipline, promote, demote, transfer, or appraise, but may be consulted by higher management in these areas</p> <ul style="list-style-type: none"> • 35%: Assesses spiritual needs/concerns of patients and their families using clinical pastoral conversation. Communicates and documents patient responses to determine the effectiveness and congruence with plan of care. Improves patient experience and care plan compliance through appropriate, evidence-informed strategies of pastoral conversation regarding emotional pain, injury adjustment, chronic illness, life-threatening or serious illnesses, dimensions of grief, end of life concerns, and religious knowledgebase. • 15%: Advanced practice skill-set includes the ability to review the medical record including health history, history of chief complaint. Is familiar with basic medical terminology and treatment strategies common to assigned patient population. • 10%: Provides appropriate religious/spiritual rituals, non-pharmacological interventions to patients, families, and interprofessional team. Acts as a liaison with the patient's faith group/leaders including other community or cultural resources. • 10%: Demonstrates capacity to lead patient care conferences, interprofessional team meetings, department quality improvement initiatives, policy review, and research projects. Acts as a consultant to physicians, nurses, and other members of the interprofessional team. • 10%: Demonstrates an advanced knowledgebase regarding medical ethics and legal issues including advance re planning, organ donation, futility of care, and patient rights. Acts as a primary contact for ethics concerns and formal consultations. • 10%: Advanced practice skill-set includes the ability to provide care in diverse acute/non-acute settings including (but not limited to) hospital, outpatient areas, extended care facilities, and homes. • 10%: Advanced practice skill-set includes education and teaching. Participates in system clinical pastoral education program as a mentor, preceptor, and didactic instructor. Offers in-service education to the interprofessional team.
Problem Solving Briefly describe two or three typical problems this position must resolve to achieve the end results listed in the Major Activities/Essential Function	<ul style="list-style-type: none"> • Chaplain must be able to quickly intervene to mediate emotionally intense and conflictual communication dynamics between the patient, family, and interprofessional team. This builds trust to support the care plan. • Chaplain must be able to manage time effectively, respond appropriately to emergent events, and deescalate emotionally intense dynamics during the course of the day. • Chaplain must have the empathy skills to support a patient/family through the curative phase of care to end of life care. This supports the evolution of the plan of care
Bachelors	<ul style="list-style-type: none"> • Undergraduate degree from a college, university, or theological school accredited by a member of the Council for Higher Education Accreditation (www.chea.org).
Graduate School	<ul style="list-style-type: none"> • Graduate-level theological degree from a college, university or theological school accredited by a member of the Council for Higher Education Accreditation (www.chea.org). • Degree must include a minimum of 72 semester hours (108 quarter hours) of credit. • Master of Divinity preferred.
Endorsement	<ul style="list-style-type: none"> • Provide documentation of current endorsement or of good standing in accordance with the requirements of his/her own faith tradition.
Certification	<ul style="list-style-type: none"> • Certification by a member organization recognized by COMISS (Council on Ministry in Specialized Settings) http://www.comissnetwork.org/memberorgs.html • Initial employment of an individual chaplain who has not yet completed requirements for certification may be done with approval by the vice president of Mission & Ministry and only with an approved plan and time line for compliance.

- Specialized Knowledge
 - Demonstrated skillset that meets Common Standards for Professional Chaplains (http://www.professionalchaplains.org/Files/professional_standards/common_standards/common_standards_professional_chaplaincy.pdf)
 - Experience with acute and critical care settings.
 - Four units of Clinical Pastoral Education (ACPE, NACC, CASC)
- Kind and Length of Experience
 - Bachelors
 - Graduate School
 - Certification
 - Specialized Knowledge
- 2-5 years as a professional chaplain.
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- Doctoral studies
- ACPE Supervisor, Board Certified Chaplain, Certified Hospice & Palliative Care Chaplain. (Member organizations of COMISS)
- Credential: BCC, BCC-HPCC, BCC
- Languages other than English
- Second year of clinical pastoral education residency is desirable within a clinical specialty.
- Expertise in curriculum development for interprofessional staff development.
- 5-10 years in critical care service areas
- Tertiary/quaternary hospital experience desirable