

RECOMMENDED QUALIFICATIONS and COMPETENCIES for FACILITY/CLINICAL ETHICISTS in CATHOLIC HEALTH CARE

Education and Experience

Required: M.A. in one or more of the following ...

- health care ethics/bioethics, and courses in Catholic theology,
- theology/theological ethics with a concentration in health care ethics/bioethics,
- philosophical ethics with a concentration in health care ethics/bioethics, and courses in Catholic theology.

Candidates need to be able to demonstrate knowledge of the Catholic moral tradition, including Catholic social teaching.

Preferred: Ph.D. or equivalent in one or more of the following ...

- Catholic theology/moral theology with an expertise in health care ethics/bioethics,
- health care ethics with a master's degree in theology,
- philosophical ethics with an expertise in health care ethics/bioethics and a master's degree in theology,
- related field with master's level work in health care ethics/bioethics and in theology,
- an MD, or a JD with master's level work in health care ethics/bioethics and in theology, particularly Catholic moral theology.

Knowledge, Skills and Abilities

- Knowledge of the Catholic moral tradition, including Catholic social teaching.
- Knowledge of Catholic health care ethics, including bioethics, clinical ethics, organizational ethics; the *Ethical and Religious Directives*; the mission and charism of the founders of the communities which comprise the system or organization; demonstrated ability to understand, communicate, and apply the Church's teaching and moral principles to medical, social, and management issues.
- Familiarity with ethics committees (types, composition, and functioning), and the process of clinical consultation; health care law, especially the classic cases.
- Demonstrated ability to teach, present, and write clearly and effectively; knowledge of and ability to employ adult learning models.

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- Demonstrated ability to develop educational programs and resources, to conduct research for internal resources and communications, and to contribute to the discipline of health care ethics through research and publication; maintain currency in bioethics generally, and Catholic bioethics in particular.
- Demonstrated ability to communicate effectively with diverse groups (e.g., clinicians, patients and families, administrators, employees, and the media); ability to use a variety of media, including computers and standard computer programs.
- Demonstrated ability to engage in critical thinking and creative problem solving; expertise in moral reasoning and the ability to engage others in a discernment process.
- Demonstrated ability to facilitate meetings and groups with ease, to employ mediation techniques, and to build consensus.

Character Traits

- Shows respect, empathy, and compassion toward others; listens well; demonstrates self-confidence; collaborates; motivates and inspires others; builds trust and trustworthiness; and engages and appreciates multiple points of view.
- Actively demonstrates a commitment to the Catholic health care ministry, to the work of health care, to the mission and values of the organization, to serving others, and to the profession.
- Shows respect for the Church and the Church's teaching, while furthering theological and ethical inquiry.
- Demonstrates respect for all, including those with different points of view; ability to be objective with an awareness of one's biases; is able to set appropriate boundaries; maintains confidentiality.
- Demonstrates the critical personal qualities of honesty and integrity, humility, prudence, courage, a tolerance for ambiguity, open-mindedness, balanced judgment and demeanor, initiative and accountability, and good stewardship of resources, human, financial, and environmental.