

RECOMMENDED QUALIFICATIONS and COMPETENCIES for SYSTEM ETHICISTS in CATHOLIC HEALTH CARE

Education and Experience

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

- Catholic theology/theological ethics 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.

Candidates without a degree in theology need to be able to demonstrate knowledge of Catholic theology and of the Catholic moral tradition.

The desirable candidate will have experience in health care, preferably Catholic health care, and experience in the clinical setting, especially working successfully with ethics committees and clinicians, and performing ethics consultations.

Knowledge, Skills and Abilities

- Knowledge of the Catholic moral tradition and Catholic social teaching; Catholic systematic theology, in particular anthropology, ecclesiology, Christology, sacraments, and theological methods; and, Scripture.
- Knowledge of philosophy, especially moral philosophy, metaphysics, and epistemology.
- 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.
- Demonstrated familiarity with and understanding of the world of health care, including health care systems and institutions; canon law as it affects health care and health care systems; health care law, especially the classic cases; health care administration, including finance health policy, ethics committees (types, composition, and functioning), and the process of clinical consultation.

RECOMMENDED QUALIFICATIONS and COMPETENCIES for *SYSTEM ETHICISTS* in CATHOLIC HEALTH CARE

- Demonstrated ability to teach, present, and write clearly and effectively; knowledge of and ability to employ adult learning models.
- Demonstrated ability to contribute to the discipline of health care ethics through research and publication, and to develop educational programs and resources.
- Demonstrated ability to communicate effectively with diverse groups (e.g. administrators, trustees, church hierarchy, clinicians, patients and families, 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; capacity for systems thinking.
- Demonstrated ability to facilitate meetings and groups with ease, to employ mediation techniques, to build consensus; ability to mentor.

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 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; maintains objectivity when called for and is aware of personal biases; is able to set appropriate boundaries; maintains confidentiality.
- Demonstrates the critical personal qualities of honesty and integrity, wisdom, 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.