

## Job Description

The job description should reflect the expectation of interprofessional practice and education. If a team already exists, it is important to consult with them for the necessary input. To prepare the job description, collect information on:

- 1) Team members' scope of practice, suggested role expectations for the new applicant and how the role will impact on the functioning of the team;
- 2) Definition of the new role with respect to the legal, professional and regulatory guidelines and standards;
- 3) Impact on team norms, social interactions and knowledge sharing strategies;
- 4) Changes in performance appraisal systems that should focus on the applicant's development rather than evaluation and includes an assessment of knowledge sharing behaviors;
- 5) Organizational changes that will occur with the introduction of the role;
- 6) Expectation of leadership and team members for the training of the new applicant if necessary;
- 7) Impact on service: potential for duplication of services and ability to meet future demands;
- 8) Advertising strategies for obtaining an appropriate candidate(s) (CNA, 2006; Gagne, 2009).

