



Chatham-Kent Hospice
Job Description for Social Worker
Temporary Full Time & Part Time Positions Available

The Chatham-Kent Hospice opened its doors in April 2016, and we continue to serve those with life-threatening illnesses and those they call family and friends. Hospice provides a home-like atmosphere for residents and their families as they journey through death and loss. The Chatham-Kent Hospice has developed a wellness program serving residents and families as well as those in our community who are in need of support services while facing the challenges of a life-limiting illness, impending end-of-life and the death of a loved one, and/or when experiencing spiritual distress, anticipatory grief, grief and mourning.

Reports to: Supportive Care Program Coordinator

Desired Qualifications and Experience:

- Bachelor's/Master's Degree in Counselling, or Social Work, or Equivalent from an accredited university plus a minimum of two years related experience or an equivalent combination of education, training and experience;
- Certification in Thanatology, Grief and Loss, Bereavement or equivalent from a recognized post-secondary institution;
- Member in good standing with the Ontario College of Social Workers and/or the College of Registered Psychotherapists of Ontario or Equivalent;
- Must carry independent liability insurance;
- Experience/specific training in End of Life Care and Palliative and Hospice Services. Experience with sudden death as well as expected death bereavement an asset;
- Fundamentals of Hospice Palliative Care Certificate;
- Demonstrated knowledge and commitment to the principles of patient and family centered care;
- Sound assessment and care planning skills with an ability to create a therapeutic alliance and establish appropriate boundaries and limits to support grieving persons;
- Demonstrated knowledge of effective group facilitation principles with recent experience facilitating bereavement groups;
- Recent experience providing individual counselling to bereaved persons;
- Possess good communication, leadership, organizational and interpersonal skills;
- Experience in a not-for-profit setting and demonstrated organizational skills an asset;
- Demonstrated experience and knowledge of effective individual and group facilitation principles;
- Cultural Competency training preferred;
- Demonstrated relationship management skills consistent with the Mission, Vision, and Values of Chatham-Kent Hospice;
- Willingness to work flexible hours, including evenings and weekends

- Competency in the use of email, internet and MS Office;
- Bilingual (English/French) would be considered an asset, but not a requirement.

RESPONSIBILITIES AND DUTIES:

ASSESSMENTS and CARE PLANNING

- Incorporates the use of validated tools as part of Client assessments;
- Utilizes assessments to provide the framework for interdisciplinary team communications, decision- making, care planning and the delivery of an integrated overall Client care plan;
- Assesses individuals for readiness and appropriateness of Hospice services, making appropriate internal and external referrals as needed;
- Provides ethical consultation with clients, families and care providers.

COUNSELLING

- Conducts Supportive Care – psycho/spiritual/social assessments;
- Provides personal and family counselling, individually or in groups to palliative, caregiver, and bereaved clients of Hospice;
- Works in collaboration with the inter-disciplinary team to provide supportive care to Hospice Clients, offering a compassionate presence, access to Hospice programs and services, and counselling;
- Supports volunteers as appropriate;
- Maintains accurate and confidential records, in accordance with the standards of a Professional College, and Chatham-Kent Hospice policies and procedures.

COMMUNITY OUTREACH

- Represents Chatham-Kent Hospice in a positive and professional manner;
- Establishes and nurtures positive working relationships with multicultural, multi-faith, collegial agencies and organizations that provide support to marginalized populations;
- Liaise with other healthcare professional colleagues and agencies sharing specialist knowledge to guide client care;
- Assist with design and development of teaching sessions and/or presentations on bereavement support for staff/volunteers/students and other external healthcare professionals/ agencies as required by the organization;
- Maintains excellent relationships with existing partnerships.

PROFESSIONAL RESPONSIBILITY

- Adheres to policies, procedures and best practice guidelines of Chatham-Kent Hospice and any regulating, professional and accrediting bodies;
- Ensures all legislative, professional practice standards, and college requirements are met for all;
- Understands and promotes the culture of philanthropy at Hospice and serves as a philanthropic ambassador within the organization and in the community.

SUPERVISION

- Provides oversight for the training, and clinical supervision to students, volunteers and staff as required/qualified.

STAFF & VOLUNTEER WELLNESS

- Research and implements programs designed to promote wellness and resiliency and decrease stress in staff and volunteers.
- Develops online resource tools accessible to all staff and volunteers to increase understanding of grief, collective grief due to pandemic, healthy coping and services available to offer support.
- Provides program evaluation to assess outcomes of programs introduced to promote resiliency.

ADMINISTRATIVE DUTIES

- Ensures the ongoing tracking and maintenance of counselling services statistical records in Hospice databases for operational, quality and funding purposes, and providing reports as required;
- Obtains and maintains professional development and professional affiliations;
- Performs all other duties as assigned from time to time.

Police Check Requirements:

The nature of this position will require the successful candidate to provide a Vulnerable Sector Police Background Check prior to commencement of employment; please note that it may take several weeks to obtain a Police Information Search.

Health Screening Requirements:

Each member of staff must have a:

- 2 step TB test
- Up to date tetanus
- Proof of COVID-19 Vaccination Status

How to Apply:

Chatham-Kent Hospice is an equal opportunity employer. Accommodations are available on request for candidates taking part in all aspects of the selection process.

Any interested person please apply by email with a resume in PDF or .docx format to Sarah Baute, Human Resources Generalist (sbaute@chathamkenthospice.com) by 4:00pm on Monday, January 3, 2022.

We thank all candidates in advance; however, only those candidates selected for an interview will be contacted.