



## **Job Posting: Supportive Care Program Social Worker - Residential**

**Job Type:** Permanent, Full-Time – 37.5 hours/week

### **PURPOSE OF ROLE AND STRATEGIC ALIGNMENT**

The Supportive Care Program's Residential Social Worker is the primary role responsible for providing psychosocial support for Chatham-Kent Hospice residents and families.

As our Hospice continues to strategically expand our Supportive Care Program, this role is vital to offering holistic palliative, end-of-life care for our residents and families as a member of a multi-disciplinary team. The program applies best practices from various modalities to best meet the needs of residents and families in a caring, therapeutic environment. In addition, we offer community-based programs including: individual, couple and family counselling, as well as creative group programming. Group sessions give clients opportunities to share experiences, receive support and learn together. Our Supportive Care programs are grounded in building capacity through education about grief, bereavement, and positive coping and stress management strategies, open communication, as well as enhancing awareness of community resources.

### **ABOUT OUR HOSPICE**

We share a passion for providing the best possible end-of-life care and grief support for hospice residents and families, as well as community dwelling clients and caregivers.

We are looking for caring, collaborative social workers to join our newly created Supportive Care Team. Please get in touch if you are seeking a career opportunity where you will:

- Make a difference to people experiencing a life-limiting illness and their caregivers throughout their palliative journey.
- Focus on holistic grief and bereavement programs and services.
- Provide specialized one-on-one counselling.
- Design and deliver creative group programs.
- Receive a competitive salary and benefits package as a valuable member of a team that includes: Supportive Care Program Manager, Intake and Group Program Coordinator, Social Workers, Spiritual Care Providers, Music Therapist and Volunteers.

If our vision - *Together, we create a community where the best possible end-of-life care and grief support are available* – connects with your personal mission, please submit an application. You may not have all the qualifications listed below, and in your cover letter we encourage you to describe your interest in the role and how you could address any gaps.

<https://www.chathamkenthospice.com/join-our-team/>

## **ABOUT OUR COMMUNITY**

Located in southwestern Ontario, Chatham-Kent is a safe, affordable and beautiful place to live. The region offers a variety of competitively priced lifestyle options, from downtown living to lakeside escapes. With access to both rural lifestyle and urban amenities, it is a great place to call home. For outdoor enthusiasts, parks, beaches and lakes are close by. There's a thriving arts, culture and entertainment scene. Easy commutes paired with health care, educational and retail services make our community ideal for people at all career stages.

<https://www.chatham-kent.ca/livingck/livinginck/Pages/default.aspx>

## **MAJOR RESPONSIBILITIES**

### **ASSESSMENTS and CARE PLANNING**

- Participates in daily multi-disciplinary team rounds with the Residential Hospice team.
- Uses validated tools to conduct sound supportive care psycho/social/spiritual assessments.
- Uses assessments as the framework to develop and deliver integrated care plans; and for interdisciplinary team communications.
- Assesses individuals to determine their readiness and appropriateness for Hospice Supportive Care services, and makes internal and external referrals as needed.
- Organize and conduct family meetings and participate in inter-disciplinary case consultations.

### **COUNSELLING**

#### **Residential Program**

- Provides social work support, advocacy, as well as individual, couple and family counselling to Chatham-Kent Hospice residents and families.
- Provides client-focused psychoeducation with a focus on grief, bereavement, positive coping strategies and open communication methods.
- Coordinates legacy projects and volunteer support services with the Volunteer Coordinator.
- Participates in interdisciplinary case conferences and conducts/organizes family meetings.
- Maintains accurate, timely and confidential records, in accordance with the standards of a Professional College, Chatham-Kent Hospice policies and procedures, and accreditation standards.

#### **Community Program**

- Supports a small community-based caseload, and provides individual, couple and family grief and bereavement counselling across the palliative care journey including: unexpected and expected death; community members with a life-limiting diagnosis; caregivers; and bereaved persons.
- Continually assess individuals for readiness and appropriateness of Supportive Care Program services, making appropriate internal and external referrals as needed.
- Participates in case conferences/community meetings to support and advocate for client mental health and well-being needs from a grief and bereavement perspective.

### **GROUP PROGRAM FACILITATION, DELIVERY AND EVALUATION**

- Collaborates with Supportive Care Program team members, volunteers and service providers to plan creative grief and bereavement support groups.
- Facilitates (in collaboration with Supportive Care Program team members) group programs in community settings throughout Chatham-Kent.
- Assists Supportive Care Program team members to conduct community/client needs assessments, develop a program calendar, coordinate programs with volunteers and services providers, and evaluate programs.

## **ORGANIZATIONAL, TEAM AND PROFESSIONAL CONTRIBUTIONS**

- Builds strong relationships with Hospice managers, staff, volunteers and community partners consistent with the mission, vision and values of Chatham-Kent Hospice.
- Provides coverage for the community-based Supportive Care Program, as needed, including (but not limited to): completing intake assessments, and providing one-time support to existing and waitlisted community clients.
- Contributes to Hospice employee wellness and resiliency strategies; and Supportive Care education for Hospice employees and volunteers.
- Assists with developing and facilitating grief and bereavement education sessions/presentations to support external healthcare professionals and community partners, as requested. Participates in team meetings and contributes to a team culture that fosters collaboration, mutual support, program improvements based on data and outcomes, and creative program development to ensure Supportive Care programs are client/relationship-centred, effective and efficient.
- Collects data, on schedule, as required by the Supportive Care Program Manager for statistical, reporting, improvement and funding purposes.
- Implements professional development plans based on active participation in performance reviews. Attends relevant professional development conferences, workshops and other in-service learning opportunities. Shares learnings with Supportive Care Program team members to help build team capacity.
- Creates a supportive learning environment for Social Work students, and supervises students.
- Participates in community events designed to promote Supportive Care programs and services.
- Represents Chatham-Kent Hospice in a positive and professional manner, and promotes the best interest of the organization at speaking engagements and participating on external committees, task forces, and networks.
- Understands and promotes the culture of philanthropy at Hospice and serve as a philanthropic ambassador within the organization and in the community.
- Performs all other duties as assigned from time to time.

## **REPORTING AND WORK RELATIONSHIPS**

- Reports to Supportive Care Program Manager, or designate.
- As a member of our interdisciplinary team, works closely with other Supportive Care Program team members, Residential Hospice team (including Manager of Clinical Operations, Residential Care Supervisor, Hospice Navigator, and front-line staff), Volunteer Coordinator and volunteers.
- Collaborates with community partners and service providers.

## **PREFERRED QUALIFICATIONS**

- Master's Degree in Social Work, or Counselling or equivalent from an accredited university.
- Member in good standing with the Ontario College of Social Workers and Social Service Workers and/or the College of Registered Psychotherapists of Ontario.
- Certificate/Courses in Thanatology, Grief and Loss, Bereavement; Fundamentals of Hospice Palliative Care; End-of-Life Care and Palliative and Hospice Services; Trauma-Informed best practices; and Cultural Competencies.
- Sound assessment, care planning, problem solving and documentation skills.
- Excellent relationship-building and client advocacy skills with the ability to create a therapeutic alliance and establish appropriate boundaries to support grieving and bereaved persons.
- Demonstrated skills to facilitate bereavement groups effectively and confidently.
- Possess good communication, time management and interpersonal skills.
- Familiar with tools including MS Office (e.g., Outlook, Word, Excel)
- Bilingual (English/French) is considered an asset.

## **PREFERRED EXPERIENCE**

- Minimum two years' experience working in a multidisciplinary team environment, providing individual and family counselling at the end-of-life, and/or facilitating group grief and bereavement programs.
- Demonstrated knowledge of and commitment to the principles of relationship-centred care.
- Working as an interdisciplinary team member where developing positive work relationships with colleagues and external collaborators was a key to success.

## **REQUIREMENTS**

- Able to work flexible hours including some evenings.
- Access to reliable vehicle for travel within Chatham-Kent. Valid driver's licence and automobile insurance.
- Must carry independent mental health professional liability insurance.
- **Screening**
  - Vulnerable Sector Police Background Check
  - Health Screening Requirements:
    - Two-step Tuberculin Skin Test (TST)
    - Up-to-date Tetanus immunization

## **COMPENSATION PACKAGE**

Based on qualifications and years of experience as outlined within the Job Description:

Salary Range: \$73,000 - \$85,000

Vacation: 3 weeks

Pension: Healthcare of Ontario Pension Plan (HOOPP)

Benefits: Comprehensive benefit plan includes prescription drug coverage, vision care, health care, dental care, and life insurance/accidental death and dismemberment

Professional Development Opportunities

## **HOW TO APPLY**

Chatham-Kent Hospice welcomes all members of the community, regardless of race, national origin, colour, political affiliation, religion, age, sexual orientation, gender identity or expression, family status, marital status (including single status), economic circumstance or disability. This is to be reflected in the individuals we care for as well as in our recruitment strategies for both staff and volunteers to ensure that we reflect the diversity of the Chatham-Kent Community.

Chatham-Kent Hospice is an inclusive employer dedicated to building a diverse workforce. We welcome and encourage applications from all qualified candidates, who embrace our core values, and will accommodate applicants' needs throughout all stages of the selection process. All information received relating to accommodation will be addressed confidentially.

Please send your cover letter and resume in PDF format, as well as any questions or accessibility support requests to Sarah Baute, Human Resources Manager at [sbaute@chathamkenthospice.com](mailto:sbaute@chathamkenthospice.com)

We thank all applicants for their interest, however, only those selected for an interview will be contacted.

**Deadline:** January 29, 2024 at 12:00 p.m.