



Job Posting: Community Social Worker (12-month maternity leave)

(Anticipated start date: June 9th 2025)

Program: Well Within Community and Supportive Care Services

Job Type: Contract – 37.5 hours/week

PURPOSE OF ROLE AND STRATEGIC ALIGNMENT

As an integral part of the Well Within Community and Supportive Care Services team, the Community Social Worker is the primary role responsible for providing individual grief and bereavement counselling for adult (18+) residents of Chatham-Kent.

As our Hospice continues to strategically expand our community-based programs and services, this role is vital to offering a 12-session grief and bereavement counselling program. The program applies best practices from various modalities to best meet client needs in a caring, therapeutic environment. In addition to individual, couple and family counselling, creative group programs are a cornerstone of our community-based programs. Group sessions give clients opportunities to share experiences, receive support and learn together. Our Community and Supportive Care services and 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 a caring, collaborative social worker to join our Community and 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: Manager of Community and Supportive Care Services, 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

- Creates a therapeutic alliance and establishes appropriate boundaries with each client.
- Uses validated tools to conduct sound supportive care psycho/social/spiritual assessments.
- Assesses individuals to determine their readiness and appropriateness for Hospice Community and Supportive Care services, and makes internal and external referrals as needed.
- Uses assessments as the framework to develop and deliver integrated care plans; and for interdisciplinary team communications.

COUNSELLING

- Supports a full-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.
- Provides client-focused psychoeducation with a focus on grief, bereavement, positive coping strategies and open communication methods.
- Participates in case conferences/community meetings to support and advocate for client mental health and well-being needs from a grief and bereavement perspective.
- Maintains accurate, timely and confidential records, in accordance with the standards of a Professional College, Chatham-Kent Hospice policies and procedures, and accreditation standards.

GROUP PROGRAM FACILITATION, DELIVERY AND EVALUATION

- Collaborates with Community and Supportive Care team members, volunteers and service providers to plan creative grief and bereavement support groups.
- Facilitates (in collaboration with Community and Supportive Care Services team members) group programs in community settings throughout Chatham-Kent.
- Assists Community and Supportive Care 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 residential Hospice Community and Supportive Care services, as needed, including (but not limited to): attending interdisciplinary team rounds; providing social work support for residents and families; and coordinating legacy projects and volunteer support services with the Coordinator of Volunteer Services.
- Contributes to Hospice employee wellness and resiliency strategies; and Community 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 Community and Supportive Care services are client/relationship-centred, effective and efficient.

- Collects data, on schedule, as required by the Manager of Community and Supportive Care Services 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 Community and Supportive Care 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 Community and 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 the Manager of Community and Supportive Care Services, or designate.
- As a member of our interdisciplinary team, works closely with other Community and Supportive Care team members, Residential Hospice Team (including Care Manager, Hospice Navigator, and front-line staff), Coordinator of Volunteer Services 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 and limits to support grieving 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 three years' experience providing individual, couple and family grief and bereavement counselling services and/or facilitating group 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

Pension: Healthcare of Ontario Pension Plan (HOOPP)

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 by April 28, 2025.

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