



Job Posting: Community Social Worker

Position Status:	Permanent Full-Time
Shifts:	75 hours biweekly, schedule to be determined
Reports to:	Manager of Community & Supportive Care Services, or designate

PURPOSE OF ROLE AND STRATEGIC ALIGNMENT

As an integral member 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 strengthen our community-based programs and services, this role is central to delivering a 12-session grief and bereavement counselling program. The Community Social Worker provides holistic palliative, end-of-life, and grief support through inclusive, client-centred social work practice that fosters healthy coping strategies, resilience, and culturally sensitive care. This role offers structured therapeutic support that responds to emotional, psychosocial, and practical needs.

The Community Social Worker also facilitates therapeutic group experiences that promote connection, shared learning, and supportive coping. The role advances grief literacy across residential and community programming and strengthens community capacity by fostering partnerships that enhance local access to holistic palliative, grief, and bereavement services.

The program applies best practices from various therapeutic modalities to best meet client needs in a caring, supportive environment. In addition to individual, couple and family counselling, creative group programs are a cornerstone of our community-based services. Group sessions provide opportunities for clients to share experiences, receive support and learn together. All Community and Supportive Care programming is grounded in building capacity through education about grief, bereavement, positive coping and stress management strategies, open communication, and enhanced awareness of community resources.

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 Services team members, Residential Hospice Team (including Care Manager, Hospice Navigators, and front-line employees), Coordinator of Volunteer Services and volunteers.
- Collaborates with community partners and service providers.

ABOUT OUR HOSPICE

Hospice Palliative Care is a philosophy of care which focuses on comfort, quality of life, and supporting the precious moments families will share with their loved ones during their final days together. The Chatham-Kent Hospice is a charitable organization that operates a 10-bed residential facility that serves people with life-threatening illnesses and those they call family and friends. In collaboration and

consultation with physicians, a multi-disciplinary care team, and volunteers, we support our residents to live each day with dignity and honour by providing compassionate, end-of-life care in a home-like setting.

To learn more about our Residential Hospice and Supportive Care Programs, visit:
<https://www.chathamkenthospice.com>

Hospice offers a competitive wage and many benefits including free parking, free employee benefits, HOOPP pension plan and professional development opportunities.

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>

KEY 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 Services 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 Services 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 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 programs 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 Services 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 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, as required.
- 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.

PREFERRED QUALIFICATIONS & EXPERIENCE

- 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.
- Palliative Care Certification e.g., Fundamentals of Palliative Care, Learning Essential Approaches to Palliative Care (LEAP) (or willing to complete).
- Certificate/Courses in Thanatology, Grief and Loss, Bereavement; End-of-Life Care and Palliative and Hospice Services; Trauma-Informed best practices; and Cultural Competencies.
- Minimum three years' experience providing individual, couple and family grief and bereavement counselling services and/or facilitating group programs.
- Demonstrated knowledge of social work practice within hospice, hospital, or palliative care settings, and a commitment to the principles of client and relationship-centred care.
- Experience supporting individuals and families facing life-limiting illnesses, and providing grief and bereavement support across the lifespan (including expected and unexpected death) within palliative, end-of-life, and bereavement care.
- Sound assessment, care planning, problem solving and documentation skills.

- Working as an interdisciplinary team member where developing positive work relationships with colleagues and external collaborators was a key to success. 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.

REQUIREMENTS

- Access to reliable vehicle for travel within Chatham-Kent. Valid driver's license and automobile insurance.
- Must carry independent mental health professional liability insurance.
- 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 Jocelyn Watson, Human Resources Manager at hr@chathamkenthospice.com by August 5, 2026 at 4:00 p.m.

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