

Job Posting

We are hiring for two full-time, permanent Social Workers for our Community Program

Position #1: Community Social Worker - Requisition #BETHSWNORTH

- Based at the Bethell Hospice North Office in Orangeville, Ontario, servicing clients within Dufferin County with palliative care needs, their caregivers, as well as a small bereavement caseload
- Routine visits to Headwaters Healthcare Centre (Oncology Clinic & Chemotherapy Unit), providing on site Social Work services and support

Position #2: Community Social Worker - Requisition #BETHSWSOUTH

- Based at the Bethell Hospice South location in Inglewood, in the Town of Caledon, Ontario
- Clinical portfolio including two primary client groups – 1) those with palliative care needs and their caregivers, and 2) the bereaved (including some pediatric and youth clients).

About Bethell Hospice

Bethell Hospice is a non-profit organization with two physical locations: Bethell Hospice-South is in the scenic village of Inglewood in the Town of Caledon and services clients and families residing in the Bethell Hospice residence or in the communities of Caledon, Brampton, and Woodbridge. Our Bethell Hospice-North office can be found in the Town of Orangeville, servicing Dufferin County from Orangeville to Mulmur. Bethell Hospice is proud to provide exceptional and accessible hospice palliative care services to individuals and families facing life-limiting illnesses across a broad geography.

Our person-centric approach to care fosters dignity, respect and comfort for our clients and their loved ones through our Hospice Residence & Community Hospice. Our ten (10) bed Hospice Residence in Inglewood provides 24/7 end of life medical care to residents and their loved ones, and is also supported by Social Work, Resident Support Volunteers, and Complementary Therapy. The Community Hospice Program serves individuals of all ages living with palliative care needs, at any stage of the illness experience, caregivers, and the bereaved. Services are provided both in home and in office and are focused on psychosocial spiritual care.

Our Mission and Values

Our mission is to provide compassionate, specialized care for quality living, dying and bereavement. Our Vision is to be the leader in palliative care excellence. We live our core values that show our caring and form the basis of all our decisions and actions including Dignity, Courage, Accountability, Collaboration, Innovation, DEI (Diversity, Equity & Inclusion).

Position Summary

Reporting to the Supportive Care Program Manager, the Community Social Worker is responsible for providing direct client care for community clients and their families to ensure their psychological, emotional, physical and spiritual care needs are addressed in a professional and compassionate manner. The incumbent conducts a thorough assessment and identifies and secures resources key to supporting the client's care plan. The Social Worker generates

referrals for services provided by Bethell Hospice, such as psychosocial spiritual care, grief and bereavement support, complementary therapies, volunteer supports and/or to other community providers.

Hours of Work

- 37.5 hours per week with extra hours based on operational needs.
- Flexibility in working hours may be required in order to meet client needs/scheduling.

Education/Qualifications

- Master's Degree in Social Work, preferred
- Bachelor's Degree in Social Work
- Minimum of three to five years of recent work experience as a Social Worker
- Current registration as a Social Worker with the Ontario College of Social Workers and Social Service Workers.
- An equivalent combination of education and experience may be considered.
- Must provide proof of annual registration with professional college.

Abilities

- Able to manage all elements of Social Work services.
- Advanced counseling skills demonstration for both clinical and sub-clinical issues across a wide variety of people groups.
- Able to work effectively with a variety of stakeholders.
- Strong written and oral skills.
- Comfortable presenting to a variety of audiences.
- Detail oriented, ensuring accuracy and timeliness of information.
- Excellent organizational and time management skills.
- Ability to be professional and use sound judgment in all interactions.
- Competent in Word, Outlook, Excel and PowerPoint.
- Self-starter who thrives in an environment where s/he can be equally successful working independently as well as collaboratively in a team environment.
- Strong interpersonal skills.
- Able to exercise tact and discretion while handling confidential information.
- Problem-solving, negotiation and conflict management skills.
- Experienced in working successfully with a diverse client group.

Assets

- Expertise in providing palliative/bereavement counselling services.
- Able to work effectively with community agencies to secure resources for clients.
- Effective in utilizing case management software.
- Experience providing services for community clients.
- Fluency in languages in addition to English.

Key Responsibilities

Clinical Role

- Advocate for the needs, decisions and rights of clients and their families.
- In collaboration with clients and their families, assess care needs, determine eligibility for services, and develop individual care and service plans.
- Review care delivery and adjust according to changing needs through the course of illness and into bereavement.

- Engage in a collaborative process of decision making that involves the client, family and trans-disciplinary care team to establish relevant and feasible care plans.
- Work collaboratively with intake team to ensure smooth transition to the Bethell residence when appropriate and according to client/family wishes.
- Evaluate clinical and program processes and outcomes to ensure that the needs of clients and families are clearly identified and responded to.
- Apply information gathered in assessments to assist clients and their families to make decisions appropriate for themselves.
- Assist clients and their families to obtain appropriate resources available at Bethell Hospice and with other agencies in the community.
- Collaborate with volunteers that work with clients.
- Participate in Community Rounds.
- Committed to ongoing learning and development of self and others.
- Assist in building hospice palliative care capacity in the community.
- Manage all supporting documentation including case notes and statistics, preparing analysis and reports of same.
- Consult with Supportive Care Program Manager, on an as needed basis, on issues involving client care, volunteers, health and safety or any other issues of concern.
- Maintain consultation and collaboration with other community agencies and community resources to ensure continuity and quality of care of clients.
- Attend and participate in case conferences including residential and community rounds, as appropriate.
- Act as a resource to program and support service volunteers and other health care providers in the field of palliative care.
- Work in conjunction with the Executive Director, Team Lead, Volunteer Coordinator, volunteers, and community partners in the identification, development, and delivery of enhanced client support services and support growth of the Community Program.
- Ensure that programs and services developed and delivered maintain a high professional standard.
- Ensure compliance of client performance indicators as stated in agreements with funders (ie. M-SAA agreement with LHIN).

Community Outreach/Promotion

- Work with community partners to represent and promote Bethell Hospice's services and improve quality palliative care within the region;
- Identify community resources and establish relationships for new partnerships in generating referrals for bereavement/palliative care clients;
- Lead projects to expand the diversity of our client base by providing outreach to different patient populations;
- Actively develop Bethell's recognition within the community.

General

Must undergo a Vulnerable Sector Screening upon hire and complete and sign the VSS Self Declaration form on an annual basis thereafter.

Proof of vaccination to meet public health requirements (e.g. annual influenza)

Bethell reserves the right to amend or alter this job description at any time.

Benefits of Becoming a Bethell Team Member

In addition to working in a highly collaborative work environment, that is filled with tremendous purpose and meaning, our employees enjoy competitive wages, comprehensive benefits, and participation in the HOOPP pension plan.

Compensation: \$35.00 - \$39.00/hour

Working Conditions:

- Hybrid mix of working from home, visiting clients in the community, and using shared office space in the Bethell-South and/or Bethell-North locations
- Ability to work with moderate frequency of interruptions, both in person and by telephone.
- Require reliable transportation to visit clients within the community which is typically rural

Please send your cover letter and resume to hr@bethellhospice.org.

We thank all applicants for their interest in this opportunity. Only those selected for an interview will be contacted.

Bethell Hospice offers accommodation for applicants with disabilities in its recruitment processes, in accordance with AODA (Accessibility for Ontarians with Disabilities Act) and the Ontario Human Rights Code. If you are contacted by Bethell regarding a job opportunity or testing, please advise if you require accommodation. Please note, only those selected for an interview will be contacted

Bethell welcomes applications from all qualified candidates, including but not limited to persons with disabilities, visible minorities (racialized), aboriginal (Indigenous) persons and persons of any gender identity and sexual orientation