Working Title: Chaplain for Palliative Care Service

Cost Center: Palliative Care

Reports to: Nurse Manager and Director of PCS

JOB SUMMARY

The Palliative Care chaplain provides specialist level expertise in assessing and addressing the spiritual and existential needs of patients, families and staff through the provision of comprehensive spiritual screening, assessment and interventions, including pastoral counseling and crisis intervention, consultation, education, and support. The chaplain is also responsible for the provision of supportive services such as debriefings and education for staff. The chaplain is a fully integrated member of the interdisciplinary Palliative Care team and contributes to team goal setting. The chaplain models and collaborates with the treating teams in respecting and providing cultural, emotional and spiritual/religious competent patient and family-centered care. S/he acts as a consultant to the clinical team, service lines and other departments and participates in program development and quality improvement initiatives. The chaplain practices evidence-based care and takes responsibility for continued professional development.

DUTIES AND ESSENTIAL JOB FUNCTIONS

1. Provides spiritual assessment to palliative care patients and their families, including spiritual distress and wounding, identifying sources of strength and meaning, forgiveness and reconciliation, closure and EOL concerns, pain and suffering, life review, and preparation for death
2. Develops, describes and advances the plan of care specific to spiritual/emotional issues with the palliative care team; acts as spiritual care leader to other members of the team
3. Chooses and utilizes appropriate pastoral care interventions and counseling techniques targeted to intended outcomes
4. Supports and prepares caregivers and families for their role in the care of the patient and addresses conflicts if appropriate.
5. Provides grief counseling and bereavement support to patients and families experiencing end of life and loss
6. Helps to identify and interpret cultures and faith traditions that impact health care practice and decisions
7. Provides religious resources, including prayer, sacramental ministry, rituals, and linkages to community clergy when appropriate
8. Facilitates or assists in complex goals of care discussions, family meetings and other conversations about goals, values and emotional/spiritual/cultural needs
9. Provides education on sustainable practice and spiritual needs of palliative care patients/families to fellows, residents, medical students, nurses and chaplains rotating with the palliative care service as well as throughout the hospital
10. Complies with standards for timely submission, accuracy and completeness of documentation in the medical record and collects all required statistical data.
11. Participates in quality improvement, team goal setting, program development and outcomes measurement for the Palliative Care Service and all appropriate service lines

RELATED EXPERIENCE, SKILLS AND KNOWLEDGE

1. Ability to work successfully and cooperatively on a multi-disciplinary team; and to foster and enhance interprofessional and team relationships within palliative care service and all levels of the organization
2. Ability to work sensitively with diverse cultural/ethnic groups
3. Excellent oral and written communication skills, including documentation in the electronic medical record
4. Experience in teaching
5. Demonstrated resourcefulness, organizational skills, and collaborative capabilities
6. Ability to be self-directed in creative problem solving, systems planning and patient care in a high-volume work environment
7. Demonstrates a working knowledge of ethical and legal issues in palliative care
8. Demonstrates and models the ability to maintain one’s own resilience and support the resilience of the interdisciplinary team through appropriate activities for sustainable practice
9. Demonstrates a working knowledge of the care options upon discharge from inpatient care, including advanced illness management in the home, hospice, and skilled nursing.

REQUIRED QUALIFICATIONS

1. Masters of Divinity degree or its equivalent
2. Board Certification with Association of Professional Chaplains of other faith-based appropriate board or eligibility to become certified within 2 years of employment
3. Experience in hospice or palliative care chaplaincy settings, including care of the imminently dying and their families
4. At least 2 years of experience providing spiritual care in a healthcare environment