



Job Posting

Job Title:	Lead, Psychosocial, Grief and Bereavement Care
Department:	Grief and Bereavement
Reports to:	Director of Care
Employment Status:	Permanent Full-Time – 37.5 hours per week
Salary Range:	\$41.37 – 50.32/hour
Location:	Burlington, Ontario
Posting Date:	February 17, 2026
Application Deadline:	Open Until Filled

Position Summary

Carpenter Hospice is an 11-bed home in the heart of Burlington that offers resident-based care to individuals in the last stages of their lives, and community-based programs for individuals dealing with grief or a life-limiting illness.

The Lead, Psychosocial, Grief and Bereavement Care is responsible for providing leadership, oversight, and coordination for Grief and Bereavement programs and Supportive Care services.

This role ensures high-quality, person-centred care for individuals and families through program development, staff supervision, and interdisciplinary collaboration.

The Lead will play a key role in advancing psychosocial care practices across the organization.

Key Responsibilities

Leadership (30%)

- Provide strategic and operational leadership for programs.
- Lead the planning, implementation, evaluation, and continuous improvement of services to meet client and community needs.
- Monitor program effectiveness and ensure services are delivered in alignment with best practices and organizational values.
- Work with the Integrated Palliative Care Outreach Team to advance integrative approaches to care related to psychosocial, spiritual and grief and bereavement supports.
- Collaborate with community partners and stakeholders to enhance service reach and integration.
- Support education and outreach initiatives, including grief literacy and public awareness campaigns.

Staff Supervision & Team Support (30%)

- Supervise and support a multidisciplinary team of professionals and interns, including grief counsellors, recreational therapists, and supportive care providers.
- Facilitate regular team meetings and case discussions.
- Foster a positive, collaborative, and trauma-informed team culture.



Client and Family Care (30%)

- Provide clinical support for complex cases within the scope of grief, bereavement, psychosocial, and supportive care (Level 3 and Level 4)
- Ensure services are culturally sensitive, accessible, and responsive to the diverse needs of individuals and families.
- Engage with clients and families when needed, offering direct support or referrals to appropriate services.
- Assess the regional landscape of child and youth grief and bereavement services and develop collaborative partnerships to define and strengthen the hospice's role in supporting children and youth in the community and within hospice care.

Administration & Reporting (10%)

- Oversee program budgets, data collection, and reporting requirements.
- Support grant writing and funding proposals as needed.
- Ensure compliance with relevant policies, procedures, and professional standards.

Qualifications & Key Competencies

Education & Experience:

- Master's Degree in Social Work (MSW) with demonstrated expertise in grief and loss therapies for adults living with life-limiting illness, their supportive caregivers, and communities, including familiarity with the Irish Adult Bereavement Care Pyramid.
- Minimum of three (3) years' experience developing and delivering evidence-based, best-practice supportive care programs for individuals and groups.
- Proven experience supporting the bereaved, including adults experiencing complex grief, trauma, or suicide-related loss.
- Experience in adult bereavement modalities and therapeutic approaches.
- Demonstrated ability to engage with diverse communities and develop inclusive programs.
- Knowledge of community resources and services related to palliative and hospice care.

Skills & Competencies:

- Excellence in program design, implementation, and evaluation.
- Strong commitment to compassion, empathy, integrity, and continuous learning.
- Exceptional engagement skills, including written communication, presentation, and interpersonal abilities.
- Thoughtful, decisive, and strategic decision-making.
- Results-oriented, aligning actions with organizational mission and values.
- Political acumen and ability to navigate complex stakeholder environments.
- Insightful understanding of systems, people, data, and information to inform service planning and delivery.



Certifications (any of the following preferred):

- Canadian Hospice Palliative Care Association (CHPCA) – Learning Institute
- Pallium Canada – LEAP (Learning Essential Approaches to Palliative Care)
- de Souza Institute – Palliative Care Education and Certification
- University of Toronto- Certificate in Loss, Grief, and Bereavement

Working Conditions

This position requires a combination of remote work, office-based work, and community-based work. Community work includes meeting individuals in their homes at the hospice, or in other community settings as well as virtual meetings. This role requires access to a reliable vehicle to support travel within the community.

Hours of Work

Monday to Friday, thirty-seven and half (37.5) hours per week.

Equity and Accessibility Statement

We are an equal opportunity employer and are committed to building an inclusive and accessible work environment. We encourage applications from individuals of all backgrounds and abilities. Accommodations are available upon request throughout the recruitment process.

How to Apply

Please submit your resume and a cover letter to hr@thecarpenterhospice.com and use the subject line: **[Job Title] Application – Your Name**. We appreciate the interest of all applicants. However, only those selected for an interview will be contacted. Reference check will be conducted for potential candidates and the information collected will be used in making the final hiring decision.