

Dignity Hospice

Hospice Chaplain - Full-Time

Position Description

Primary function of the Chaplain is to provide spiritual care to patients/caregivers of all age groups and perform spiritual assessments, provide spiritual/pastoral/emotional support and make referrals to meet the needs of the patient/family. The Chaplain role is designed to be an active participant in and member of Pastoral Care and Bereavement support to provide support to patients, family, and fellow team members of Dignity Hospice. Chaplains will carry an assigned caseload of patients and will assist in On Call coverage as assigned and to fill occasional staffing gaps and when additional coverage is needed.

Principal Responsibilities

Assess hospice patient/family to identify spiritual needs and develop individualized spiritual plan of care. Collaborate with local clergy as needed. Assist in development and update of the comprehensive POC.

Provide services of prayer, worship and ritual for patients/families, as appropriate, offering different philosophies and belief opportunities to discuss and share.

Provide individual patient/family counseling, crisis intervention, information, and assistance with preparations of advance directives, assist with funeral planning issues as needed, while the following the parameters of the respective assigned Plan of Care.

Work with fellow members of the IDG team, participating in the ongoing POC, developing, documenting, and evaluating responses to interventions in order to update the POC to meet spiritual needs of patients and families.

Work with team members by resolving spiritual/ pastoral/ethical issues.

Use effective interpersonal relations and communication skills to work with family members as needed and to assist in planning for discharge and for bereavement, utilizing local clergy as needed.

Complete appropriate documentation in a timely manner.

Assess patient/family response to and satisfaction with care.

Make visits as dictated by the respective POC to patients and families in the assigned caseload as directed prior to death and be available to the family during the bereavement period as needed.

Participate in the processes of the Bereavement Services Program as directed

Be available for bereavement or counseling needs.

Meet mandatory continuing education requirements of the agency and participate in in-service programs.

Promote Agency philosophy and administrative policies to ensure quality of care.

Essential Functions:

Patient care:

- Provide professional pastoral and spiritual care to patients and their loved ones, using compassionate and active listening, the ministry of presence, observational, assessment, and interventional skills.
- Assess patient and family spiritual resources and vulnerabilities, offering corresponding interventions.
- Document care timely in electronic medical record, using Pastoral and Bereavement Care standardized processes in compliance with the standards and policies of Dignity Hospice.
- Ability to and commitment to respond to calls within 10 minutes and arrive within an agreed amount of time with the On Call team on a case by case basis. Provide on-call report when called into the field for patient/family and Dignity Hospice staff support during assigned On Call times.

Skills:

- Outstanding communication skills, both written and oral. Competency in basic computer use and electronic communication tools, e.g., email, calendar, and other electronic platforms.
- Ability to work respectfully with and relate to people of all faith traditions and cultural backgrounds.
- Ability to offer non-anxious presence and work with people during a time of crisis and bereavement, offering compassionate care.
- Proficiently and timely document patient care in the patient's medical record through the utilization of the hospice software platform.
- Ability to offer spiritual support to patients and families as requested by patients, families, and/or Dignity Hospice staff. When appropriate, the ability to refer to and coordinate with outside clergy to meet patient sacramental or religious rites request and/or needs.
- Must be able to work a flexible work schedule that supports various entities/locations based upon patient volumes and operational needs.

Support Pastoral Care Department:

- Participate in Pastoral Care and Bereavement Services meetings along with IDG team meetings.
- Be knowledgeable of and comply with all policies and procedures of the Dignity Hospice Pastoral Care and Bereavement Services Departments.
- Complete required Pastoral Care and Bereavement Services Departments training along with additional training modules when assigned.
- Perform other duties as assigned.

The Chaplain Is responsible for serving as a bridge or liaison between medical facilities, this Hospice group, and local religious organizations and churches.

Must demonstrate certain qualities and skills that guarantee efficiency and success in the performance of role. Some of the required skills include profound spiritual knowledge, excellent communication, excellent listening and interpersonal skills, leadership skills, public speaking, emotional intelligence, counseling, and human relationship skills.

Position of a chaplain requires the candidate to possess a degree in fields such as Divinity, Spirituality, Theology, or Pastoral Counseling, or in any other related discipline.

Prefer candidates who have 2 to 4 years of experience working in a congregational and/or clinical or hospital environment.

Qualifications/Education

* Ordination in a local church from a recognized denomination

- College degree preferred
- Bachelors of Theology and/or Masters of Divinity preferred (or 2-4 years congregational service experience with 1 year being in healthcare)
- One (1) year experience as a Chaplain in a health care setting or health care field experience preferred
- Valid State Driver's License, Personal Auto Insurance, and supporting Identification documents
- Must have personal well-maintained and operational vehicle for visits
- Working knowledge of community spiritual resources

Experience:

- 1 unit of CPE from an ACPE Accredited Center highly preferred
- 2 - 4 years experience in a congregational or hospital setting preferred.
- Position of a chaplain requires the candidate to possess a degree in fields such as Divinity, Spirituality, Theology, or Pastoral Counseling, or in any other related discipline.
- Prefer candidates who have 2 to 4 years of experience working in a congregational and/or clinical field or hospital environment.

Location: Varies - Greater DFW and surrounding area

