

Job Description: Pathways to Equity in Palliative Care Navigator

Position Title: Pathways to Equity in Palliative Care Navigator

Location: Grey Bruce, Ontario

Employment Type: Temporary full-time role for 12 months, with the possibility of extension based on further funding

Employment Host Agency: Safe N Sound

Salary: \$25.00 - \$30.00/hour

Position Overview:

We are seeking a compassionate and dynamic **Pathways to Equity in Palliative Care Navigator** to help bridge the gap between vulnerable populations and essential health and social care services. This role focuses on improving access to palliative care for homeless, structurally vulnerable, and Indigenous peoples – both on and off reserve – ensuring dignity, equity, and compassion in care.

As a Navigator, you will directly support individuals with life-limiting illnesses while also helping build the capacity of community organizations to deliver a palliative approach to care. You will foster collaboration across health and social systems, navigate challenges within a fragmented service landscape, and champion equity in every aspect of your work.

Key Responsibilities

Your work will have three main focuses:

1. Client Support

- Manage a caseload of individuals with identified palliative care needs, connecting them to services and supports that improve their quality of life.
- Navigate acute and community care settings, providing immediate connections to resources as challenges arise.
- Use harm reduction strategies to support clients in managing their health and well-being, recognizing the importance of dignity and choice in care.
- Collaborate with Indigenous-led organizations to deliver culturally safe care that incorporates traditional practices and respect for community values.

2. System Capacity-Building

- Equip housing, street outreach, and community-based social service providers with the tools to identify individuals who could benefit from a palliative approach to care earlier in their disease trajectory.
- Develop and maintain a community outreach calendar to coordinate educational and engagement activities.
- Foster partnerships with healthcare providers, community organizations, and Indigenous communities to improve service delivery.
- Provide training and education to increase awareness of the unique palliative care needs of vulnerable populations.

3. Project Collaboration

- Play an active role in the Grey Bruce Improving Equitable Access to Palliative Care project, contributing to enhanced access for marginalized populations through inter-agency collaboration.
- Participate by leading and contributing to committee meetings, planning sessions, and evaluation activities to ensure project goals are met.
- Act as a liaison between the project team and the individuals and organizations you engage with, sharing insights to inform strategies and improvements.

Who Should Apply

This role is ideal for individuals with:

- Lived experience of homelessness, substance use, or structural vulnerability, or professional experience working with these populations.
- A commitment to equity, social justice, and delivering care that meets individuals where they are.
- A passion for supporting structurally vulnerable populations and addressing systemic barriers to care.

We strongly encourage applications from Indigenous individuals and from candidates who are strong allies to Indigenous communities, demonstrating cultural competence and a commitment to respectful collaboration with these communities.

Qualifications and Skills

Essential Qualifications:

- Knowledge and experience with harm reduction principles and practices.
- Ability to build trusting relationships with diverse community members and stakeholders.
- Strong advocacy skills, with the ability to manage conflict and de-escalate challenging situations.
- Effective communication and active listening skills, with a trauma-informed and non-judgmental approach to build rapport with clients and partners.
- Valid driver's license and access to a reliable vehicle, as regular travel within Grey Bruce is required.

Preferred Qualifications:

- Experience with palliative care, either personally or professionally.
- Formal education in health, social work, or a related field is an asset but not required; candidates with lived experience and demonstrated skills are strongly encouraged to apply.

Key Knowledge and Mindset:

- Awareness of health and social issues affecting individuals who are under-housed, living with mental health challenges, or facing other barriers to care.
- A holistic, equity-driven perspective on health and social systems, fueled by a passion for social justice.
- Familiarity with community resources and the ability to make appropriate referrals.

What We Offer:

- A supportive environment with opportunities for **ongoing training** in harm reduction, palliative care, and cultural safety.
- The chance to collaborate directly with the Grey Bruce Improving Equitable Access to Palliative Care project, contributing to innovative solutions for marginalized populations.
- Professional growth and development through mentorship and supervision provided by the IEAPC committee and the host agency.

Key Competencies

This role aligns with Ontario's Palliative Care Competency Framework, emphasizing:

- Patient-centred care
- Interdisciplinary collaboration
- Ethical and culturally safe practice
- Effective communication
- Collaboration across sectors to drive inter-agency initiatives

Application Process

If you are passionate about improving access to palliative care for vulnerable populations and excited to contribute to the Grey Bruce Improving Equitable Access to Palliative Care project, we encourage you to apply.

To Apply

- Submit your resume and a cover letter outlining your vision for this role and how your experience aligns with its goals.
- Applications should be sent to **Lindsay Johnston** at lajohnston@brightshores.ca by **February 10, 2025**.

We are committed to equity, inclusivity, and cultural safety in both hiring and service delivery. Individuals with diverse backgrounds, including those with lived experience of homelessness, substance use, or structural vulnerability, are strongly encouraged to apply. Opportunities for ongoing training and professional growth will be provided to the successful candidate to address gaps in either palliative care or social care expertise.