



Palliative Care Physician | Neshama Hospice

Location: On-Site | Greater Toronto Area

At Neshama Hospice, we are building a first-of-its-kind 12-bed hospice residence built on Jewish values and open to all. As a small, deeply connected interdisciplinary team committed to excellent, human-centred care, we work as one team; clinicians, care professionals, and operational leaders listening closely, learning from one another, and creating a welcoming end-of-life home together. Every voice matters, every contribution is visible, and strong support for our people enables everyone to share responsibility for the culture and standard of care we create for everyone who comes through our doors.

We are recruiting a diverse medical staff to care for the diverse population of approximately 250 residents we expect to serve annually, and **we are seeking a small group of Palliative Care Physicians** to join us to enable Neshama Hospice to deliver exceptional and holistic, end-of-life care.

Why You'll Love This Role

- **Rare Opportunity:** As one of our first physicians, you will help shape what medicine looks like at Neshama from the ground up, including establishing clinical policies and quality standards alongside interdisciplinary leaders, building educational programs, and helping shape an organizational culture where collaboration, excellence, and genuine presence guide how we work.
- **Mission-Driven Impact:** Your clinical leadership will help create a peaceful, dignified, and well-supported environment for residents, families, and staff.
- **Meaningful Collaboration:** Practice alongside a physician partner and an interdisciplinary team, with shared responsibility for MRP care, after-hours coverage, and the culture and standard of care Neshama provides.
- **Broad Clinical Scope:** Contribute to admissions, rounds, education, and mentorship, working closely with the interdisciplinary care team and Neshama's senior leadership.

What You'll Own

- **Patient Care:** Serve as MRP for 5-6 patients during rotations of approximately one month (exact length to be determined), as part of a two-physician care model, and attend for new admissions in a timely fashion.
 - **After-Hours and Cross Coverage:** Share after-hours calls with your physician partner, typically one week at a time, with flexibility to cross-cover one another as needed, including daytime coverage depending on respective schedules.
 - **Interdisciplinary Collaboration:** Respond promptly to the care team's calls and participate in weekly interdisciplinary rounds.
 - **Education and Mentorship:** Provide education and mentorship to other team members on a formal and informal basis and help build Neshama's educational programs.
 - **Clinical Standards:** Partner with interdisciplinary leaders to establish clinical policies and quality standards for the hospice.
-

Who You Are

You are drawn to work where relationships matter as much as results, and you believe that caring for someone means caring for everyone they love.

- **Licensed and Qualified:** You are a legally qualified medical practitioner, licensed and in good standing with the College of Physicians and Surgeons of Ontario.
- **Palliative Care Credentialed:** You hold Certification from the College of Family Physicians of Canada with a Certificate of Competence in Palliative Care (or equivalent), or Fellowship in Palliative Medicine from the Royal College of Physicians and Surgeons of Canada, or a minimum of 3 years of clinical experience in palliative care settings. Other relevant experience will also be considered.
- **Collaborative Clinician:** You bring a commitment to interdisciplinary, high-quality collaborative care and thrive working closely with clinicians, care professionals, and operational leaders.
- **Mission-Aligned:** You have a deep commitment to fuelling excellence in care and a genuine belief in the vision for Neshama Hospice.
- **Educator at Heart:** You bring a passion for education, mentorship, and quality improvement.

What We Offer

- **A deeply connected culture of excellence:** Join a collaborative team that values trust, generosity, curiosity, and shared accountability. Together, you will help set new standards for hospice care, and every person's contribution will be visible.
 - **Compensation:** This role is compensated on a fee-for-service basis.
-

How to Apply

If you are energized by building something meaningful with a deeply committed team—and believe collaboration, curiosity, and genuine presence help shape the future of hospice care, we would love to hear from you.

Please send a current CV, a brief letter of intent, and the names and contact information for two (2) references to russell.goldman@neshamahospice.com.

At Neshama Hospice, we value the unique skills, perspectives, backgrounds, and experiences each person brings. We are committed to an inclusive and accessible recruitment process and workplace where each person's skills, perspectives, background, and experience are valued. If you require accommodation at any stage of the recruitment and selection process, please let us know so we can support your full participation.

At Neshama Hospice, we believe exceptional care begins with a team where people feel respected and connected to contribute fully. We welcome applicants whose backgrounds, faiths, identities, skills, perspectives, and experiences will deepen our thinking, strengthen our community, and help us build a better standard of hospice care—together.

Charitable Registration Number: 765913892RR000