



Job Posting #: NU-2025-009

Transition Care Coordinator

Hours of Work: Full Time

Date Posted: October 16, 2025

Length of Position: Permanent

Salary Range: \$83,000 – \$97,500

St. Joseph's Hospice Sarnia-Lambton

Located in the heart of Sarnia-Lambton, St. Joseph's Hospice is dedicated to delivering wraparound, compassionate care to people living with life-limiting illnesses and their loved ones. Whether a resident in the community or in our hospice, our services are designed to support the full spectrum of palliative, grief, and bereavement needs in our community—from the moment of diagnosis, through end-of-life, and throughout the transition into life after loss.

Guided by the legacy of the Sisters of St. Joseph, our expert team provides integrated, person- and family-centered care that emphasizes dignity, autonomy, and quality of life. Our interdisciplinary team works collaboratively to support the unique goals, values, and cultural preferences of every individual we serve.

Purpose of Role

If you are looking for an opportunity where you can truly make a difference in people's lives while working as a member of our collaborative team. If you'd appreciate a place that is sincerely committed to quality of care and quality of work life, shared leadership, and a relationship-centered culture, .

This role is essential to ensure that patients and their families learn about and have access to programs and services from the time they receive a diagnosis of a life-threatening illness, throughout their journey including end-of-life, as well as grief and bereavement support.

This position contributes to improved equitable access for patients and their caregivers, ensuring that they are able to receive the holistic, proactive, timely, and continuous care and support they need through the entire spectrum of care, in accordance with the OPCN's Palliative Care Health Services Delivery Framework.



Key Responsibilities

- Provide support and education to residents of Sarnia-Lambton, meeting them where they are at.
- Support the transition from home or hospital to Hospice by completing the Hospice intake process and liaising with the Director of Resident Services and/or Supervisor of Resident Care.
- Participate in team rounds and care conferences to provide continuity of care.
- Liaise with physicians on admissions and complex cases.
- Provide practical, expert support to team members (e.g., complex health or life situations).
- Ensure caregivers are aware of support available to them during grief and bereavement.
- Review and participate revise policies and procedures related to professional practice and clinical nursing and PSW care.
- Provide subject matter expertise and resource support to strategic initiatives.
- Participate in the administrative on-call rotation.
- Coordinate implementation and evaluation of educational opportunities.
- Co-lead and co-facilitate (with the Supervisor of Resident Care) the orientation/preceptorship of new employees, volunteers, and students.
- Participate in accreditation and other organizational activities as needed to advance Hospice goals and compliance.
- Support quality improvement, documentation, and evaluation processes required for successful accreditation outcomes.
- •Assist with accreditation readiness activities, ensuring that clinical and operational practices align with Hospice Palliative Care Ontario (HPCO) and Ministry of Health standards.

Qualifications & Competencies

- Registered Nurse in good standing with the College of Nurses of Ontario (CNO). A graduate degree is an asset (e.g., MScN).
- Current certification in CPR/BLS.
- Certification with the Canadian Nurses Association (CNA) in palliative care or commitment to obtain.
- Fundamentals of Hospice Palliative Care.
- CAPCE or commitment to obtain within 6 months of hire.
- Minimum 5 years' experience in palliative care an asset
- Experience supervising clinical staff an asset
- Experience working with large-scale quality improvement initiatives.
- Additional training in gerontology and project management experience are assets.
- Research and/or program evaluation experience, with knowledge of evidence-based processes including appraisal of research, application of findings, and collaboration on research.



- Experience working with a range of roles, disciplines, and levels of staff across different health care settings.
- Regular, on-site attendance is a requirement of this position.

Knowledge and Skills

- Demonstrated knowledge of palliative care principles and symptom management across all eight domains of care.
- Strong coaching and debriefing skills, with both individuals and teams.
- Understanding of regional priorities and local health care needs within Ontario's health care landscape.
- Ability to work well under pressure and use good judgment in assessing difficult situations.
- Aptitude for proactive problem-solving, using strong critical thinking and negotiation skills.
- Ability to develop relationships based on trust, compassion, and empathy.
- Strong active listening and interpersonal communication skills.
- Ability to practice relational, trauma-informed, and culturally safe care.
- Experience designing education to effectively address palliative care training needs of interprofessional learners.
- Excellent communication skills and experience with culturally responsive teaching.
- Support for the advancement of equity, inclusion, and diversity across Ontario's health care system.
- Commitment to engage with First Nations, Métis, and urban Indigenous people as they self-determine their approach to palliative care.
- Proficiency in educational technologies (e.g., webinars, apps) and Microsoft Outlook, Word, Teams, PowerPoint, and Excel.

Requirements

- Access to a reliable vehicle.
- Valid driver's license with a clean Driver's Abstract and automobile insurance.
- Vulnerable Sector Police Background Check.
- Ministry of Labour Healthy and Safety Awareness in 4 Steps certificate of completion

Compensation Package

Based on qualifications and years of experience:

- Vacation is Accrued
- Pension: Healthcare of Ontario Pension Plan (HOOPP)
- Benefits: Comprehensive plan including prescription drug coverage, vision care, health care, dental care, and life/accidental death & dismemberment insurance.
- Employee and Family Assistance Program (EFAP)
- Professional Development Opportunities



How to Apply

Our Commitment to Inclusion:

St. Joseph's Hospice is an equal opportunity employer. We are committed to fostering an inclusive, accessible environment that respects the diversity and dignity of every person. Accommodation will be made throughout the hiring process in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA). If you require accommodation to fully and fairly participate in the interview and selection process, please notify hr@sjhospice.ca, if you are selected for an interview.

We thank all applicants for their interest in St. Joseph's Hospice. Only those selected for an interview will be contacted. The job skill requirements, qualifications, and preferred experience are determined by a subsidiary, office or department within St. Joseph's Hospice Sarnia-Lambton, which is offering the position, and all positions are subject to local prevailing employment laws and restrictions. All employment offers are conditional upon a Police Records Check including Vulnerable Sector Screening.

The successful applicant will work in compliance with respective legislation and Hospice policies with regular attendance required.

Submit your resume and cover letter by email only to hr@sjhospice.ca
Subject line: **Transition Care Coordinator**