



Traditional Healing and Wellness Coordinator- Palliative Care

FT Contract (until March 31st, 2026) with possibility of renewal
Location: One position Hamilton, One position St Catharines
Salary: \$65,000-\$75,000

INTRODUCTION:

The Traditional Healing and Wellness Coordinator – Palliative Care is responsible for planning, implementing, and evaluating cultural and wellness programs that integrate Traditional Indigenous palliative and end of life knowledge with related Western healthcare approaches. They hold deep respect for Indigenous cultural protocols, medicines, and land-based practices, applying this knowledge to promote a wholistic Indigenous approach to palliative care for the Indigenous community. By collaborating closely with Traditional Healers and Helpers, Elders, Knowledge Holders, healthcare providers, and community leaders, this role ensures culturally safe, inclusive, and effective palliative and end of life programs. In addition to program coordination, this position may involve providing direct cultural support, ceremonies, or teachings— in accordance with the individual's recognized training and gifts—while fostering an environment that values cultural continuity, intergenerational mentorship, and community empowerment.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

Program Development and Coordination

- Design, plan, and facilitate Traditional Healing and Wellness programs specific to palliative and end of life care that respect and integrate Indigenous cultural values, knowledge systems, and community priorities
- Develop and maintain program objectives and a workplan in alignment with organizational goals and community needs, ensuring projects remain on time, within scope, and on budget

Cultural Practice and Education

- Incorporate Traditional Indigenous approaches (ceremonies, medicines, art, land-based activities) into Western approaches, ensuring cultural authenticity and safety
- Provide or coordinate ceremonies, teachings, and cultural supports within recognized expertise; coordinate with Elders or Healers when specialized ceremonies are required
- Offer cultural guidance and training to healthcare teams, enhancing their ability to deliver culturally safe palliative and end of life care
- Create or adapt educational materials (workshops, toolkits, presentations) that represent Indigenous cultural practices and healing frameworks related to palliative and end of life care
- Establish and maintain strong relationships with community members, leaders, and Elders to ensure programs are community-driven, locally relevant, and culturally safe
- Attend community events (feasts, ceremonies, gatherings) to foster trust, gather feedback, and identify evolving health and cultural needs
- Act as a liaison between communities and healthcare teams, bridging communication, advocating for client preferences, and ensuring integrated care planning

Collaboration and Partnership

- Coordinate with interdisciplinary healthcare providers (e.g., nurses, physicians, mental health professionals), ensuring that Traditional practices complement Western treatments
- Manage partnerships with external agencies, and Indigenous-led organizations to support program development
- Facilitate cross-sector initiatives, guiding partners in understanding and respecting Indigenous protocols and holistic wellness models
- Advocate for culturally appropriate policies, protocols, and procedures within healthcare settings, ensuring Indigenous perspectives shape organizational planning

Evaluation and Continuous Improvement

- Prepare reports or briefings on program impact, community priorities, and recommended policy changes

- Track program progress and outcomes through data collection, surveys, and community feedback, ensuring accountability to all partners
- Analyze results to inform improvements, highlight successes, and propose adjustments to future program planning
- Document lessons learned and wise practices, contributing to ongoing organizational and community knowledge building

STATEMENT OF QUALIFICATIONS:

- Strong Program Coordination Skills: Capable of planning, executing, and monitoring multiple cultural or wellness initiatives concurrently
- Cultural Safety and Protocol Knowledge: In-depth familiarity with Indigenous teachings, ceremonies, land-based practices, or healing frameworks, and the ability to integrate them into program design
- Effective Communication & Facilitation: Excellent verbal, written, and presentation skills; able to engage diverse audiences (healthcare staff, Elders, funders, community members) respectfully and confidently
- Project Management Proficiency: Ability to set objectives, create schedules, manage budgets, and report on progress to partners
- Knowledge and/or Lived Experience: Comfort and interest in working with individuals and their families as they navigate palliative services and end of life journey
- Collaboration & Relationship-Building: Aptitude for fostering trust-based partnerships with community members, Elders, and healthcare professionals, ensuring culturally safe, collective approaches
- Analytical & Problem-Solving Abilities: Strong critical thinking for identifying challenges, proposing solutions, and evaluating program outcomes
- Adaptability: Flexibility to work in various settings (office, community, land-based) and adapt to unique cultural contexts, honoring local traditions
- Community Validation: Recognized or supported by Indigenous communities or Elders for cultural knowledge, credibility, and accountability

Experience

- Relevant education or equivalent experience in fields such as health administration, Indigenous studies, public health, social work, or project management
- Demonstrated experience delivering or coordinating Indigenous-focused programs, integrating cultural teachings and community-driven initiatives
- Familiarity with Western healthcare systems to facilitate respectful bridging and collaborative care planning
- Engagement with Indigenous communities in a professional or volunteer capacity, ideally including knowledge of local teachings or language
- Ability to resolve conflicts, adapt protocols, and propose changes to continuously improve service delivery

INTERESTED APPLICANTS

Please submit your resume and cover letter to: [**humanresources@dahac.ca**](mailto:humanresources@dahac.ca)

Nya:weh / Miigwetch to all applicants. Only those selected for interviews will be contacted

Please note that **ONLY** complete applications with cover letter will be considered.

Preference is given to candidates of Indigenous Decent.

100% Organization Paid Benefits

- Health Benefits
- Employee Life AD&D Insurance
- Business Travel Life and Disability Insurance
- Dependent Life Insurance
- Employee Critical Illness Insurance
- Travel Accident Insurance
- Long Term (LTD) Benefit

Retirement Benefits

- Hospitals of Ontario Pension Plan (HOOPP) with Immediate Eligibility

Other Benefits

- 3 weeks' Vacation (to start) annually
- 12 Personal Days annually