



Indigenous Palliative Care Navigator

Two (2) Contract Roles (March 31st, 2026 with possibility of extension)

Location: 1 in Hamilton, ON & 1 in St. Catharines, ON

Salary Range: \$75,000 - \$85,000

Introduction:

The job of the Indigenous Palliative Care Navigator (IPCN) focuses on providing culturally safe and wholistic care to Indigenous patients and their families; optimizing quality of life for those affected by life-limiting progressive health conditions and those at end of life. The ideal candidate will have education and/or experience in palliative care, combined with a deep respect for and understanding of Indigenous knowledge and practices.

As part of the larger interprofessional team, the IPCN will optimize linkages and pathways for clinical and supportive care. Collaboration with primary care and other service providers will be essential in implementing shared-care plans, through the provision of assessment, referral and access to palliative care and grief support services.

The IPCN will support capacity building at the person, family and provider level through education, leadership and mentorship.

Roles and Responsibilities:

Technical Functions:

- The IPCN will work in collaboration with internal and external service providers to adequately support patients and their families
- Provide patient and family-centered care;
- Perform formal, standardized clinical assessments and interventions within the scope of practice and professional standards of their college
- Connect, collaborate, coordinate care and service for clients and families, providing information, support and guidance in decision-making
- Support patients and families in addressing their needs related to social determinants of health
- Facilitate transitions in care across multiple care settings to mitigate unnecessary emergency room visits or hospital admissions
- Ability to offer advice and guidance to team members, promoting best practices in palliative care
- Advocate for patients and families, and support palliative care pathways
- Support patients and families to remain in their preferred care setting and access their preferred intervention choices including Traditional medicines and ceremonies
- Meet documentation standards established by their college and function within organizational policies and procedures

Communication Functions:

- Provides excellent clinical communication and leadership skills
- Effectively liaises with the team, community members and community partners
- Provides coaching and guidance where appropriate

Administrative Functions:

- Documents, tracks and prioritizes care requests to ensure all clients and families receive timely response, including follow-up call to ensure care needs are met
- Completes regular and timely statistical records required by the organization and the funders
- Prepares information required as requested

Other Functions:

- Perform other job-related duties as may reasonably be required by the Manager/Team Lead
- It is the responsibility of the employee to be aware of and adhere to all policies and procedures, including those that relate to client safety, staff safety and risk management

Required Knowledge, Skills, Qualifiers:

- Minimum 3-5 years' clinical experience
- Registered health professional in good standing
- Experience working in Palliative care
- Knowledge of a Palliative Approach to Care
- Current registration with the related College
- Certification or education in palliative care an asset
- Strong communication skills with demonstrated experience working in an interprofessional team
- Able to respond to crisis situations with demonstrated critical thinking
- First Aid and CPR certification
- Valid driver's license and access to a reliable vehicle
- Proficient computer skills

INTERESTED APPLICANTS

Please submit your resume and cover letter to: 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 (after 3 mths)

- 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 (HOOP) with Immediate Eligibility

Paid Time Off Benefits

- 3 Week vacation to start
- Personal Days – 12 Annually
- Statutory and Organizational Holidays – 13 Annually