



## Traditional Helper – Palliative Care

Contract (until March 31<sup>st</sup>, 2026) with possibility of renewal  
Location: One position in Hamilton, One position in St. Catharines  
Salary: \$60,000-70,000

### INTRODUCTION:

The Traditional Helper provides support and assistance to the Traditional Healing and Wellness Coordinator, Traditional Healers and Indigenous individuals, families, and communities. This is a learning role where under the guidance Traditional Healers and other recognized Knowledge Holders, Helpers receive hands-on experience and develop their understanding through respectful observation, active listening, and direct involvement in ceremonies and healing practices. Their work includes preparing ceremonial spaces, providing basic emotional and administrative support, and facilitating cultural safety for clients. By upholding community protocols and learning closely from experienced practitioners, Traditional Helpers ensure that various cultural and healing traditions continue to thrive while growing toward greater responsibility in their own healing journeys.

### REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

#### Cultural Education and Support

- Provide cultural support to Indigenous clients, families seeking palliative or end of life care, under the guidance of the Traditional Healing and Wellness Team and Traditional Healer, Elders and Knowledge Keepers
- Support with translation, interpretation, and cultural mediation between clients and healthcare providers, ensuring respect for community protocols
- Collaborate with the Primary Care teams and Traditional Healers to integrate Indigenous practices – such as traditional medicines, ceremonies, or spiritual support – into client palliative care plans
- Prepare, organize, and maintain required materials to support wholistic healing practices
- Support Traditional Healers and/or Elders in orienting healthcare providers to Indigenous cultural teachings, beliefs, and healing practices, fostering enhanced cultural understanding
- Support in planning and delivering of education sessions and resources to promote culturally safe environments
- In collaboration with the Palliative Team and Healers and/or Elders, advocate for culturally safe palliative and end of life care for Indigenous communities within the healthcare system
- Plan and support the development of community education on end of life related processes and planning

#### Community Engagement

- Plan and participate in community events, ceremonies, and gatherings alongside the Traditional Healing and Wellness Coordinator and/or healthcare providers to build trust, rapport, and partnerships with Indigenous communities
- Gather and relay community perspectives, concerns, successes back to the team, reinforcing integrated care and communication

#### Emotional Support (Within Scope)

- Under guidance, offer compassionate presence and spiritual or emotional reassurance to Indigenous clients, families during their palliative and end of life journey
- Participate in ceremonies to support end of life care, ensuring direction and oversight by the Traditional Healer or Elders

#### Documentation and Reporting

- Maintain respectful documentation of client interactions, services provided, and general outcomes as required
- Adhere to cultural protocols
- Be aware of and meet all confidentiality standards

- Help collect information on Indigenous client experiences and health outcomes to inform program planning, quality improvement, and reporting, collaborating with the healthcare team.

#### Contact

- This role will regularly interact and collaborate internally with the Traditional Healing and Wellness Team, Traditional Healers, Elders, Knowledge Holders, healthcare providers, organizational leadership, administrative and support staff. Externally, the Traditional Helper engages meaningfully with community member, clients, and their families, community leaders, partner healthcare organizations, and other relevant agencies.

#### STATEMENT OF QUALIFICATIONS:

- Some familiarity with traditional ceremonies, medicines, cultural protocols, and community-specific traditions
- Readiness and motivation to deepen understanding through mentorship
- Able to engage respectfully with clients, families, healthcare providers, and community members, maintaining empathy, confidentiality, and cultural sensitivity in all interaction
- Willingness to share guided basic cultural context or insights with healthcare teams helping bridge communication gaps and foster culturally safe environments
- Capacity and interest to work collaboratively with an interprofessional team
- Demonstrates humility, respect, and openness to continuous learning
- Knowledge or interest to learn end of life teachings, ceremonies and practices
- Exhibits empathy, patience, and cultural awareness when supporting individuals and families on their end of life journey
- Ability to highlight or relay the needs and priorities of Indigenous clients and communities to healthcare teams, always working under the Traditional Healer's supervision and respecting community protocols
- Strong time management skills, managing logistical details such as scheduling, preparing materials, record-keeping, and reporting interactions or observations in a culturally respectful manner
- Flexible in adjusting to various tasks and community needs, ensuring consistency and reliability
- Maintains the privacy of ceremonies, personal health information, and all culturally sensitive teachings, abiding by ethical and community-specific confidentiality standards
- Experience as a Traditional Helper with experience in various Indigenous healing practices
- Comfort supporting individuals and their families in palliative and end of life care
- Confidence to liaise with Traditional Healers and healthcare professionals

#### **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

