

Director, Mission & Spiritual Care Community of Practice

Department: Spiritual Care Community of Practice & Mission Advancement

Hours of Work: Monday-Friday; however, must be available outside of hours and on-call.

Position Summary:

The Director, Mission & Spiritual Care Community of Practice role is integral to ensuring the mission and spiritual health of St. Joseph's Health System (SJHS).

Reporting directly to the President and CEO of SJHS, provides leadership in the design, development, implementation and evaluation of programs and activities related to mission, core values, Catholic identity, and spiritual care to ensure that the mission of SJHS is communicated effectively and integrated into all aspects of the organization. This role embraces interfaith principles, which enable SJHS to express its mission with commitment, integrity and compassion. The integration of Mission with Spiritual Care is a vital component of SJHS and contributes to the support of its members and volunteers.

The principal responsibilities of the Director, Mission & Spiritual Care Community of Practice supports the Spiritual Care Community of Practice by assuring quality patient and client support and education while encouraging and supporting research. The Director safeguards and supports the development and delivery of Supervised Pastoral Education programs throughout SJHS. The Director performs administrative functions, and other duties consistent with his/her position description in the context of the mission and values of SJHS. These functions include all sites of SJHS. The Spiritual Care Community of Practice consists of chaplains, learners and residents, community, religious representatives, spiritual care volunteers, priest-chaplains, spiritual care educators, administrative support, a Spiritual Care Advisory Committee and the Director.

SJHS is the legacy of the Sisters of St. Joseph of Hamilton and is now formally recognized as a ministry of the Diocese of Hamilton. As a Catholic Healthcare organization, Spiritual Care and Mission programs of SJHS play an important and integral role in sustaining the unique culture of SJHS through quality patient care, education and research.

Responsibilities:

- Articulates and demonstrates an understanding of and commitment to the mission, values, and heritage of the Sisters of St. Joseph and the Diocese of Hamilton;
- Assists in the design and implementation of orientation and continuing education programs for board, management, physicians, staff and volunteers with a specific focus on the integration of mission and values into all aspects of SJHS;
- Advises on policies, procedures and organizational philosophy and ethics to ensure congruence with the mission and values of the ministry and Health Care Ethics Guide (Revised 2012);
- Works collaboratively with other departments in conducting leadership development and spirituality programs, coordinating formation programs and advising as required;
- Works with sensitivity and affinity for people of diverse cultures and needs and demonstrated compassion when providing care and service to vulnerable persons;
- Build trust, confidence and credibility with people at all levels of the organization;
- Fosters a corporate culture that enhances a sense of Christian community within the organization;
- Fosters communication, networking and shared learning among local and System mission leaders;



- Keep abreast of developing issues and challenges that have an impact on health care and social services environments;
- Serves as a resource in mission, spirituality, spiritual care, ethics and community benefit within the organizations;
- Manages human, capital, financial and information resources to achieve departmental and organizational objectives.

Qualifications:

- Demonstrated mission and values-based leader with proven skills in management, program leadership and personal development, group facilitation, and strategic planning and implementation;
- Demonstrated alignment with SJHS values and a commitment to working with a wide range of participants to improve mission focus culture for patients, clients, residents, staff, physicians, volunteers, learners and community members;
- Knowledge of contemporary Catholic theology and its intersection with current health care issues and trends;
- Minimum 5 years' experience in healthcare ministry and in a managerial position is preferred;
- Master's Degree in Divinity, Theological Studies or equivalent is required from an externally accredited College/University;
- Membership in the College of Registered Psychotherapists of Ontario (CRPO) is required;
- Certification as a Spiritual Care Practitioner in institutional ministry or pastoral/spiritual care through the Canadian Association for Spiritual Care (CASC) or an equivalent association. Certification as a Supervisor-Educator by CASC is required;
- Ability to define a vision and facilitate, guide, and mentor individuals and groups towards the vision, while maintaining group cohesiveness, motivation, commitment and effectiveness;
- An effective tactical and strategic thinker that contributes with equal effectiveness at senior leadership tables as well as in a front-line environment;
- Excellent communications skills, including business writing, public speaking and presentation skills;
- Knowledge of adult learning principles and practices;
- Demonstrated experience & skill in pastoral/spiritual education, group facilitation, leadership, and
- Understand and respect the role of the SJHS Spiritual Care Teams in relation to other disciplines and act as a professional and collegial intermediary between individuals and teams to better enhance overall system cohesion;
- Endorsement by faith community;
- Ability to identify and analyze situations and problems that result in viable solution- and results-focused plans of action for self and others;
- Ability to work independently and interdependently;
- Regular and on-going self-reflective practices, a goal-oriented professional development plan, and the willingness to use feedback to enhance performance.

Please Note: Vaccines (COVID-19 and others) are a requirement of the role unless you have an exemption on a medical ground pursuant to the Ontario Human Rights Code.

St. Joseph's fosters an environment where we celebrate diversity, where teams reflect the diversity of the community in which we serve, enhancing the connection to patients, clients, community, and each other.

All positions will comply and work in conjunction with the Mission, Vision and Core Values of St. Joseph's Health System. We foster a culture of patient and staff safety.

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