



Sheffield's Hospice

EMPLOYEE SPECIFICATION

POST: Palliative Care Chaplain

A = Application

I = Interview

P = Presentation

St Luke's Hospice is an Equal Opportunities employer and promotes equality of access to employment. St Luke's Hospice employees are required to follow the specific HR Policies supporting recruitment & selection.

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATIONS/TRAINING			
Bachelor's Degree with Honours (or equivalent) in a subject relevant to healthcare Chaplaincy that includes systematic study in any of the following fields: pastoral care, theology, religious studies, psychology, counselling or psychotherapy	√		A
Accreditation/acknowledged status for faith / belief community leadership role	√		A
Eligibility to be licensed or authorised to this role by relevant faith / belief body	√		A
Meets eligibility criteria to be registered as a healthcare Chaplain with the UKBHC	√		A
Post-basic training relevant to palliative care	√		A
Evidence of continuing professional development	√		A,I
EXPERIENCE			
Minimum of 1600 hours of professionally supervised clinical practice as a designated healthcare chaplain that must include: i.e on-call duties ii. palliative and end of life care iii. cancer services provision [18 months full-time, allowing for annual and study leave is 63 working weeks @ 37.5 hours per week based on 70/30 clinical/non-clinical workload = 1654 hours.]	√		A
Significant work with people from diverse backgrounds, including of faith and no faith	√		A
Healthcare experience	√		A,I

Effective performance as a healthcare chaplain at a minimum of Band 5 (AfC) or equivalent	✓		A,I
Working experience in an oncology/palliative care setting	✓		A,I
SKILLS/ABILITIES			
Highly effective communication and interpersonal skills	✓		A,I,P
Counselling skills	✓		A,I
Effective pastoral functioning in a healthcare setting	✓		A,I,P
Supervision skills	✓		A,I
Able to deliver training at a variety of levels	✓		A,P
Able to lead religious services and/or non-religious ceremonies in a way that is sensitive to the pastoral context and needs of those present whilst maintaining own integrity	✓		A,I
Able to adapt ritual to context	✓		A,I
Able to reflect critically upon experiences of self and others	✓		A,I
Able to effectively manage caseload and own schedule	✓		I
Able to work collaboratively and sustain positive working relationships	✓		I
Critical thinking and judgement	✓		I
Confident working effectively with a wide diversity of service users	✓		I,P
Awareness of key issues in - spiritual healthcare - palliative care - healthcare policy	✓		I,P
Effective IT skills	✓		A,I
PERSONAL ATTRIBUTES			
Able to reflect critically on both the challenges and the opportunities that the following values present to Chaplaincy practice:	✓		A,I,P
Able to provide city wide out of hours on-call cover and attend within 1 hour of call	✓		A,I
Available to work 3 days per week including one weekend a month	✓		A,I

<p>Car driver/owner</p>	<p>√</p>		<p>A</p>
<p>Values Ability to demonstrate, understand and apply our organisation's values. These are embedded in all roles and applicants must evidence their own values during the selection process.</p> <ul style="list-style-type: none"> • Compassionate • Dignified • Inspired • Pioneering 	<p>√</p>		<p>A,I,P</p>