

UnitingCare Qld through their BlueCare Aged Care service is seeking an experienced Chaplain for the role of Chaplain in our two Bundaberg Aged Care Facilities (Part time)

This role will help lead the delivery of a Chaplaincy service across our facilities in Bundaberg.

Please submit an expression of interest to the Secretary of Placements Committee
placements@ucaqld.com.au COB 31st January 2026.

For any further information please email UnitingCare Manager of Mission and Pastoral Care Jeff Howard at jeff.howard@ucareqld.com.au

Please find placement description below.



Placement Description



Placement Title: Chaplain

Service Area: Bundaberg

Placement Status: Placement

Location: This placement will cultivate a working relationship with the Uniting Church in line with the Local Partnership Model, while being in ministry as chaplain at BlueCare Riverlea and Pioneer Lodge RACF's. The chaplain will need to be flexible to engage in chaplaincy through any new programs being developed in the Community Aged Care, in consultation with the Associate Director of Mission.

Stipend Details: Qld approved stipend and allowances

The Church:

This is a placement for the exercise of ministry within the Uniting Church in Australia, Queensland. Within the ministry of the whole Church, Jesus Christ calls men and women to proclamation of the gospel in word and deed through a call to ministry. This calling is exercised in a variety of ways including the proclamation of the Word of God in word and deed; the participation in the mission of God; the building up of the people of God in love and care; and the service of Christ in the world.

The Church understands the healing of people in body, mind and spirit to be the work of God in the world. The Church's mission is to participate in and witness to this mission of God, and to do so as ethically and creatively as possible. We are committed to the health and wholeness of people and to the good of the community.

Blue Care:

Blue Care is one of Australia's leading providers of residential and community care, and retirement living. Supporting people to remain as independent as possible is our passion. Our network of 260 centres across Queensland supports the care choices of older people, people with disability and others in need. We are a not-for-profit organisation and part of UnitingCare Queensland, the health and community service provider of the Uniting Church in Australia, Queensland.

Placement Purpose:

The purpose of this placement is to provide and ensure chaplaincy services are ministries of compassion – caring for the emotional, spiritual and religious needs of staff, clients, residents and their families.

Key Responsibilities:

1. Blue Care specific responsibilities;

Uniting Church spiritual expression and connection

- Ensuring worship, rituals, sacramental ministry and spiritual practices are offered in UCQ services.

- Strengthening the connection between the Uniting Church mission and UCQ services, as well as the relationship between UCQ service and the wider Uniting Church and local community.
- Facilitating diverse expressions of Christian community for staff, caregivers and families of the people we serve.
- Contributing to the life of the wider Uniting Church through congregation, Presbytery and Synod connection.

Volunteers, education and staff inductions

- Recruitment, training and support of spiritual care volunteers.
- Contributing to staff education in the area of pastoral and spiritual care.
- Contributing to the induction of staff.

Caregivers and family support

- Providing various support programs and pastoral and spiritual care for caregivers and family members of the people we serve.

Spiritual care of the people we serve

- Ensuring the provision of spiritual and pastoral care, spiritual care assessments and various spiritual and pastoral care options.
- Assist in planning, co-ordinating, equipping and evaluating of the spiritual and pastoral care services defined within the scope of this position.

Staff spiritual care

- Ensuring the provision of spiritual and pastoral care for staff.
- Promoting and supporting holistic care for staff.

Other

- Undertake other duties as required/directed as service needs change or grow (consistent with the above, within the scope of the position and any applicable Duties List and any other legal or industrial obligations)
2. Work within the policies and procedures of the Uniting Church in Australia, Queensland Synod and the provisions of the Workplace Health and Safety and other relevant legislation, including reporting hazards/incidents, support for injured workers and full participation in return to work plans.
 3. Undertake other ministry duties as and when directed within the capabilities of the incumbent.

Reporting Relationships:

- This placement is an appointment of the Queensland Synod and is working within the agency of UnitingCare Qld under the oversight of the Associate Director of Mission – Pastoral Care. The Placement will follow the Review, Reporting and Support processes adopted by UnitingCare in relation to Chaplaincy.
- The placement will operationally relate directly to the respective Blue Care Integrated Service Manager/Service.
- This placement will be accountable and responsible to the relevant Presbytery in matters of faith and discipline.

Key internal relationships:

- Blue Care Service Manager
- Local Uniting Church Minister (if this position is not a joint placement with a congregation)

Key indicators for discernment:

1. Qualifications:

- 1.1. Clinical Pastoral Education, Certificate IV in Pastoral Care and Chaplaincy or equivalent qualification from a recognised tertiary institution or demonstrated experience that meets this criteria

1.2. Recognised theological training

1.3. This position is for the exercise of the duties of ordained ministry of the Uniting Church in Australia. Preference will in the first case be given to appropriately qualified Ministers of the Word or Deacons. A lay person may be appointed to the role subject to successful completion of requirements for the ministry of pastor in the Uniting Church in Australia.

2. Experience and Skills:

2.1. Demonstrated understanding and application of the theology/philosophy of spiritual care

Broad experience in Clinical Pastoral Education or its equivalent

Highly developed interpersonal communication and problem solving skills

Sensitivity to deliver spiritual and pastoral care to a wide variety of staff, clients, residents and their families

Knowledge of special issues and requirements associated with care of the aged, in particular palliative care

Ability to facilitate large and small group information and education sessions

Ability to work effectively within an ecumenical, multi-faith, multi-disciplinary framework

Ability to conduct worship activities and spiritual practices

Competence in the use of information technology

Additional Requirements:

- Current Drivers Licence - Presentation of a current Drivers Licence must be made before your appointment to the position can be confirmed
- Hold a current Working with Children Check through the completion of a Blue Card Business Application in Queensland (BCB). While not in an employment relationship with the Uniting Church in Australia, presentation of a current BCB card must be made before the appointment can be confirmed.
- Hold a current Yellow Card.
- All Blue Care Chaplains must satisfy the relevant probity checks required by legislation or policies. The appropriate forms will be supplied and processed by Blue Care.
- Current flu vaccination and willingness to keep this up to date annually
- Demonstrates an understanding of and continual involvement in Code of Ethics and Safe Ministry with Children training in accordance with Uniting Church policy.
- Accesses regular professional supervision
- The successful applicant must be eligible to legally work in Australia and proof of eligibility may be requested.
- Travel, working out of hours, attendance at Presbytery Meetings and Synod in Session

Authorised by:

John Ruhle

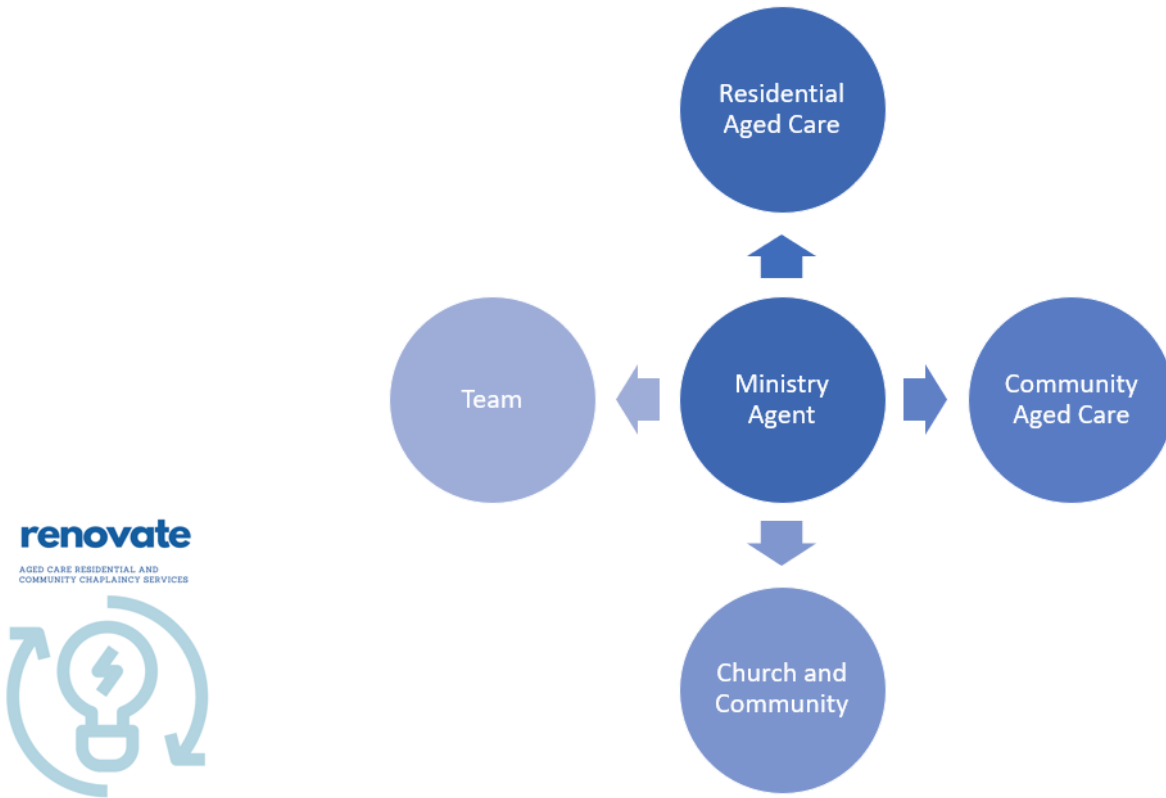
Rev John Ruhle

Associate Director of Mission – Pastoral Care:

Date: June 2024

Appendix A:

2. Local Partnership Model



2. Local Partnership Model

Based on *Meaningful Aging Spiritual Care Framework*

Residential and Community Aged Care

