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| Job Title | Spiritual Care Chaplain |
| Reporting to | Lead Spiritual Care Chaplain |
| Line Manager to | Spiritual Care Chaplaincy Volunteers |
| Salary | £22,140.57 per annum |
| Contract | Permanent Part-Time (20hrs p/w) |
| Based at | Pilgrims Hospice Thanet |
| Closing Date for your Application | 9am Wednesday 28th January 2026 Please use the Pilgrims Supporting Statement document |
| Interview Date/s | Wednesday 4 th February afternoon or Friday 6 th February. |
| Contact for Questions | About the process: hr@pilgrimshospices.org About the role: Catherine.darkins@pilgrimshospices.org |
| Website | www.pilgrimshospices.org.uk |



What you'll be a part of:

At Pilgrims, we believe in creating a space of hope, dignity, and support, not only for people with life-limiting illnesses but for their families as well. Our locations in Canterbury, Ashford, and Thanet provide a wide range of services, from inpatient care to hospice at home and community programs—all focused on helping patients live well, no matter their diagnosis.

"I've never worked somewhere that is quite so lovely"

Far from being places of sadness, our hospices are places of life—where people can find joy in moments, no matter how small, surrounded by family, friends, and compassionate care teams. We don't just treat symptoms; we offer emotional, spiritual, and social support to ensure both patients and their families are uplifted. Whether it's through sharing laughter, enjoying a favourite activity, or simply making cherished memories, we aim to bring happiness to every day.

Being part of the Pilgrims team means that your role contributes to something much greater - helping create an environment where families find strength, comfort, and even happiness during difficult times. Whether you're working behind the scenes or on the front lines, every contribution plays a crucial part in enabling us to provide free, compassionate care to over 2,500 people each year.

You can read more about working at Pilgrims on our website and our social media. If you are reading this digitally, you can click the links below.



The Role in One Paragraph

Spiritual Care is an important aspect of the holistic care that we provide at Pilgrims Hospices. Our Spiritual Care Chaplains work within our Multi-Disciplinary team to deliver patient centred care on our inpatient units, in our therapy centres or in the community.

Spiritual Care Chaplains provide a calm, non-judgmental presence where patients can explore spiritual, emotional and existential needs that often arise at the end of life. This care is not limited to religious practice; Spiritual Care Chaplains support people of all faiths, spiritual traditions, and those who identify as non-religious. Our care is tailored to what brings each individual comfort and strength. When desired, Spiritual Care Chaplains may offer prayer, sacred readings, rituals, or connections to faith communities, while always respecting personal beliefs and autonomy. Ultimately our Spiritual Care Chaplains strive to help foster peace and a sense of meaning during one of life's most profound transitions.

We welcome applications from persons of any faith tradition or humanist belief. Applications are most desirable from those with authority from their faith tradition, however applications will be considered from those without appropriate authorisation- provided that they have relevant experience and/or appropriate qualifications.

The Organisation

Pilgrims Hospices provide care and support for patients with life-limiting illness and their families.

As well as caring for their clinical needs, we support our patients to feel comfortable and happy, whether by spending time in our beautiful gardens, having pamper days, playing a board game with their loved ones, eating their favourite meal or whatever is special to them.

If you are reading this online, you can click the thumbnail below to watch a short video about Pilgrims



To find out more about the other teams and get an idea about the size of the organisation and exactly where this role sits, please see the Organisational Chart included at the end of this job pack

'At the hospice, there is a clear philosophy that when you've finished work, you've finished work- you're not expected to take work home with you. I'm so much happier'

Our Vision

"Of a community where people with a terminal illness and their family and friends are supported and empowered to live well in mind and body until the very last moment of their life".

We recognise that our workforce is integral to the delivery of [our Vision](#) and our charitable aims. Pilgrims Hospices continues to create a highly skilled, motivated, engaged and healthy workforce by providing an environment where staff and volunteers feel highly motivated to perform their roles to a consistently high standard, and actively role model our charitable behaviours and values.

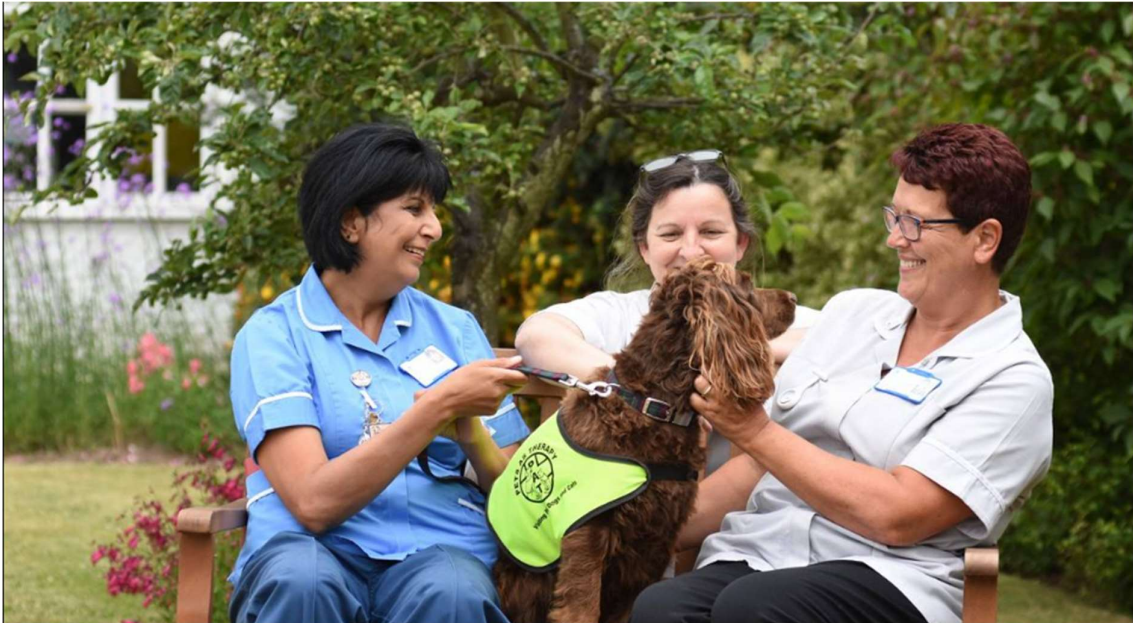
To achieve [our Vision](#), we have a shared set of values and behaviours that enable us to be the people and the charity that patients and their loved ones need us to be. They form [our CODE](#), which guides us in our daily working and decision making:

Compassionate We treat everyone with compassion and care

Open We communicate openly, honestly and effectively

Dynamic We are dynamic, improving and developing our service

Empowered We empower people to achieve their outcomes



'I've met some wonderful and kind people here; it is a lovely place to work and I have witnessed how much thought and respect is given to staff and volunteers alike with the 'Thank You' events and the 'Personal Best' programme to name a few'

Terms and Conditions

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| Role title | Spiritual Care Chaplain |
| Contract | Permanent Part-Time (20hrs p/w) |
| Salary | £22,140.57 per annum |
| Probation Period | 6 months |
| Annual Leave | 26 days + public holidays |
| Based | Pilgrims Hospice Thanet |
| Pension | <p>We operate a defined contribution group pension scheme and make an employers contribution equivalent of 6% of gross pay into this scheme alongside an employee contribution equivalent of a 2% from your pay.</p> <p>Or, if you are a member of the NHS Pension Scheme and have contributed in the 12 months prior to commencement of employment, you are eligible to continue contributing to the NHS Pension Scheme. You will receive an employer's contribution of 20.6% of gross pay, alongside your employee contribution (rate dependant on hours and salary level)</p> |
| Parental Leave | <p>Pregnant employees who have worked for Pilgrims Hospices at least 12 months at the 15th week before the expected week of childbirth, will be entitled to: 8 wks' full pay, 18 wks of ½ pay plus SMP and 13 wks at Statutory Maternity Pay.</p> <p>*The initial 8 weeks of Enhanced Maternity Pay is inclusive of SMP</p> |
| Notice period after probation | 1 month |

Organisational Chart

