

Job Title: Family Service Counselor (Pre-Need & At-Need)

Position Type: Full Time, Onsite – 100% Commission + Bonus with a Guaranteed Minimum Compensation

Organization: Independent Non-Profit Cemetery

A Meaningful Career Serving Families

This opportunity is designed for compassionate, self-motivated professionals who want to build a meaningful career helping families while earning based on their personal initiative and results.

Some professions are simply jobs. Others are **callings**.

At our non-profit perpetual care cemetery, we believe that helping families prepare for and navigate end-of-life decisions is one of the most meaningful services a person can provide. We are seeking a **compassionate, self-driven professional** who wants to combine a **heart for serving others with the opportunity to build a rewarding commission-based career**.

As a Family Service Counselor, you will guide individuals and families through important decisions about burial and cremation property, memorialization, and advance planning. Your role will be to provide **clarity, reassurance, and thoughtful guidance** during moments that matter deeply to the families you serve.

This position offers **independence, flexibility, and unlimited earning potential** for someone who is both mission-minded and motivated to succeed.

What You Will Do

Pre-Need Planning

- Meet with individuals and couples who wish to thoughtfully plan cemetery arrangements in advance
- Educate families about burial and cremation options, memorialization, and long-term planning

At-Need Support

- Assist families who have recently experienced a loss and need immediate guidance making cemetery arrangements
- Provide compassionate and professional support during emotionally sensitive situations

Relationship Building

- Build trust and long-term relationships with families in the community, leading to pre-need sales

- Maintain detailed, accurate records of consultations, agreements, and arrangements

Who This Role Is Perfect For

This opportunity is ideal for someone who:

- Feels a **genuine calling to help families during meaningful life moments**
- Is **self-motivated and comfortable working independently**
- Is confident in a **performance-based compensation environment**
- Enjoys building **long-term relationships within the community**

Many successful Family Service Counselors come from backgrounds in **sales, fundraising, education, hospitality, or customer service**. Experience in these fields can be helpful, but **the most important qualities are compassion, integrity, organization and personal drive**.

Traits of Our Most Successful Counselors

The counselors who thrive in this work often share several common qualities:

- **Emotional intelligence and empathy** when listening to families' needs and concerns
- **Integrity and professionalism**, always placing the family's best interest first
- **Self-discipline and initiative** to build relationships and identify additional family members who may need assistance pre-planning
- **Confidence discussing important life decisions** with sensitivity and respect
- **A long-term mindset**, understanding that trust and referrals grow over time

This role is best suited for individuals who see their work not simply as sales, but as **service that makes a lasting difference in the lives of families**.

Compensation Structure

- **100% commission-based compensation plus bonuses and a guaranteed minimum weekly compensation**
- Salary range: \$48,000 to \$68,000+ in the first year
- **Unlimited earning potential for motivated professionals**

Work Environment

- Flexible schedule based on family appointments
- Meetings conducted at the cemetery office, cemetery grounds, and occasionally off-site
- Supportive team environment

What Success Looks Like in the First 12 Months

During the first year, a successful counselor will:

- Complete counselor training, acquire product knowledge and a professional skill set from which to work
- Develop confidence guiding families through pre-need and at-need conversations
- Build relationships within the local community that lead to future planning opportunities
- Consistently meet with families and provide compassionate, knowledgeable guidance
- Establish a growing base of pre-need families and referrals

Those who thrive in this role often find that, over time, their success comes from **trust built in the community and the meaningful service they provide to families.**

To apply, email your resume to Sara Jayne White, Director of Family Services, at sj@ormp.org.