

Innovative Services NW

Job Opening

Lead Speech Language Pathologist



We are a 56-year-old non-profit that values our employees. We have a variety of programs including Early Learning, Pediatric Therapy and Employment Services. Innovative Services NW serves more than 1,600 adults, children, and families, many on a daily or weekly basis here in Clark County, Washington!

Summary

To implement a structured speech/language program to meet the developmental needs of program participants. Lead a team of SLPs, to include supervision and staff development.

This position requires a division of time between clinic based therapy delivery and home based therapy delivery through early intervention.

Essential functions

Outpatient clinic services

- Provide direct speech therapy services to clients as recommended and prescribed.
- Help families implement recommendations from child's physician and/or seek additional resources as needed.
- Perform speech and language evaluations for children birth - 21 years of age.
- Collect ongoing data through therapy sessions and adjust treatment plans as needed.
- Support parent's participation in therapy programs developed for their child through home based extension programs and coordination with outside providers as needed.
- Assisting families with referrals to specialists as needed for ongoing care of their child (e.g. hearing, tongue-tie etc.)
- Consult and plan treatment with onsite multi-disciplinary team (OT, PT, EIS) to ensure best practice in therapy delivery.
- Complete daily treatment notes and all evaluation reports in a timely and professional manner.
- Attend continuing education/workshops to enhance professional skills and maintain licensure and certification.
- Implement telehealth services when appropriate

Early intervention services

- Provide direct speech therapy to children birth-3 years old in their natural environment (home, daycare etc.)
- Educate and support the family in implementing strategies for successful communication in their activities of daily living
- Perform team based evaluations and make recommendations based on Early Intervention program requirements for services
- Work with Early Intervention team on ensuring compliance with state/federal programs and tracking progress as required by those programs

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Staff Supervision and Development

- Supervise and assure programmatic quality and compliance for direct reports including schedule, timecard and mileage reports, and other employee documents required by the department/agency
- Maximize productivity of direct reports working with scheduler, supervisor, and program staff to increase and maintain efficiencies and scheduling
- Assist in the hiring, onboarding, training, and continual performance management of therapy staff in assigned discipline, including therapists, assistants, interns and fellows
- Provide input to budget development, equipment requirements and needs, department goals
- Ensure team adheres to safe work practices and procedures
- Provide required direct supervision and indirect monitoring hours for assistants, interns, and students
- Attend and participate in organizational meetings and trainings as requested
- Actively pursue continuing education/workshops and current trends in specialty discipline to not only maintain licensure, but also to shape the future of the Pediatric Therapy Program

Physical demands and work environment

The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- ***Physical demands***

While performing the duties of this job, the employee will frequently be required to stand; walk; bend, sit; use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; talk and hear. During therapy sessions, the employee will frequently need to perform therapy on floor mats so will often be on their knees or in a floor sitting position. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by the job include, close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

- ***Work environment***

The noise level is moderate. Employees may be required to drive their vehicles for home and community therapy sessions with clients.

- ***Clientele*** We currently serve children in the greater Clark County WA area from birth-21 years of age. We serve a range of diagnosis including (but not limited to):

- ***Autism Spectrum Disorder***
- ***Fluency (stuttering)***
- ***Phonological Disorders***
- ***Articulation***
- ***Language Development***

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- **AAC**
- **Oral Motor concerns**
- **Feeding concerns**
- **Comprehension**
- **Pragmatic & Social Language Skills**

Required education, certification(s) and experience

- Experience with children with physical and/or developmental delay
- ASHA CCC Certification preferred
- Washington State Licensure in Speech-Language Pathology
- Microsoft Office Skills
- Familiarity with EMR (electronic medical records) preferred
- Current First Aid and CPR, including infants and young children
- Current Driver's License with proof of current auto insurance in state of residency
- Vehicle in excellent running condition with all safety restraints in working order
- Proficient in the English language

Pay

- Starts at \$77,000 per year depending on experience

Benefits

- Work-life balance & Fun Events
- Paid sick time
- For full time employees: Health / Medical / Mental / Dental / Vision / 401K / Vacation time
- Employee Assistance Program
- We offer a supportive, welcoming environment

AAP/EEO statement

Innovative Services NW provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

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To apply

Please head to our website and fill out the quick online application at:
<http://www.innovativeservicesnw.org/about-us/careers>

An Equal Opportunity Employer

E-Verify

Innovative Services NW participates in E-Verify. Click the links below for more information:

[E-Verify Notice of Participation \(English/Spanish\)](#)

[E-Verify Right to Work \(English/Spanish\)](#)