**SPEECH-LANGUAGE PATHOLOGIST (Exempt)**

**The mission of The Warren Center, *for children with developmental differences* is to provide quality services for children with developmental differences or disabilities and caring support for their families.**

**Our vision is that children with developmental differences or disabilities achieve their full potential.**

We accomplish our mission and vision by:

1. ensuring that each child makes developmental gains
2. ensuring that families have the tools to understand, support, and advocate for their children;
3. demonstrating leadership in our field which assures community investment; and
4. being responsible stewards of our human, financial, and capital resources.

**The values of The Warren Center, *for children with developmental differences* include:**

* **Children and families come first.**
* We can be **trusted** to support children, families, and the agency to move forward, set goals, create and implement action plans, and evaluate the process and results.
* We are **resourceful** in making decisions and solving problems.
* We behave **ethically** both in professional and business behavior.
* Professional **expertise** is paramount to providing quality services.

**Job Purpose**

The Speech/Language Pathologist supports the overall mission and purpose of **The Warren Center** by effectively evaluating and treating communication, feeding, and atypical development needs of children enrolled in **The Warren Center** ECI. Consultation for other **The Warren Center** programs may be contracted on an as needed basis.

**Primary Responsibilities**

***Direct and consultative speech therapy services are designed and implemented to meet the needs of children and families. Responsibilities include:***

* Assess the need for communication, feeding, and atypical development services
* Plan, implement, and revise appropriate communication, feeding, or atypical development plans for children and families
* Provide the services directly to children and families or as a consultant to other service providers
* Document all services, activities, and consultations within areas of training and expertise.

***Service coordination is provided that addresses and anticipates the needs of the child and family. Responsibilities include:***

* Collaborate with families in a non-judgmental, healthy, helping relationship
* Conduct intakes that focus on regular routines within the context of the family’s life that enhance each child's development.
* Coordinate services for each child and family on caseload
* Document all service coordination activities
* Provide resources to and for the family and for agency and community opportunities
* Be an agent for problem solving
* Collaborate with other service providers

***Transdisciplinary teaming ensures that the developmental needs and service delivery needs are comprehensive and meet the needs of the child and family. Responsibilities include:***

* Joint program planning
* Mutual support
* Active agency participation and involvement
* Share self and knowledge with team members
* Supervise student interns or volunteers as appropriate

***Professional development activities are planned and implemented that advance the individual capabilities of the Speech Therapist and meet the needs of the program and the agency. Responsibilities include:***

* Demonstrate professional conduct and ethical practice at all times
* Endorse **The Warren Center** philosophy of service delivery, policies, and procedures
* Participate in continuing education and interagency exchange
* Serve as a resource for agency and community opportunities

**Qualifications**

***Education***

* Required - Minimum of a Master's Degree from an accredited college or university in the field of Speech/Language Pathology
* Preferred – Certificate of Clinical Competence

***Licensure/Certification/Registration***

* Required - Licensed or in process of applying for such licensure as required by state board or committee

***Medical***

* Within 6 weeks of employment:- Negative TB tine test or physician statement of positive reading not posing health threat.
* Physical examination within 6 months of employment indicating physical/health ability to perform this position.

***Experience:***

* Required - Employment or practicum experience working with infants, toddlers, preschoolers, and/or their families.

**Additional Skills and Abilities**

* Required - Strong interpersonal and communication skills to interact with children, families, team members, physicians, and professionals in related fields; organizational skills and ability to meet the paperwork demands of a large caseload; ability to appropriately observe professional boundaries with clients; ability to apply knowledge of child development in practice; ability to work a flexible schedule including some night visits.
* Preferred - Skills in conflict management, negotiation, and resolution, teamwork skills, ability to work amid distractions.

**Working Conditions**

***Physical requirements***

* Moderate to heavy physical exertion, including pushing, pulling, lifting, or carrying up to 50 pounds.
* Kneeling, stooping, sitting on floor, rising from sitting, walking, standing.
* Finger dexterity.
* Good vision.

***Cognitive or Mental requirements***

* Ability to read, write, and perform simple math.
* Ability to create methodologies and strategies to accomplish goals.
* Ability to analyze and synthesize data, develop plans, strategies, and outcomes based on data analysis.
* Ability to use common office equipment.
* Knowledge and use of common computer office software and email.

***Working Environment***

* Work is performed in an office shared by several people, therapeutic playroom, child-care setting or client home.
* Work includes driving to and from many settings.

**Supervision**

This position reports directly to a Team Leader and to the Program Director- ECI, and indirectly to the CEO of **The Warren Center, *for children with developmental differences.***

My signature indicates that I understand and agree to the responsibilities of this job as described.

Date Signature

My signature indicates that I understand and agree to the responsibilities of this job with the following reasonable accommodations:

Date Signature

Accommodation accepted:

Date Signature and Title