

	JOB DESCRIPTION		
	Position Title:	SPEECH-LANGUAGE PATHOLOGIST	
Program: Service: Accountable to:	Home and Community Care Health Home and Community Care Manager		
Issued By: Date Issued:	June 2019	Date Revised: Classification:	Health

PURPOSE AND SUMMARY

Under the direction of the Home and Community Care Manager, the Home and Community Care Speech-Language Pathologist will work collaborative with the other members of the Home and Community Care Team, and other Health Services programs, to continually assess current program delivery and services and recommend and participate in new strategies in order to facilitate changes that will enhance patient care. The Speech-Language Pathologist supports the prevention, identification, assessment and treatment of speech, language and feeding challenges within our clients.

DUTIES AND RESPONSIBILITIES

1. Service Responsibilities

Under the direction of the Home and Community Care Manager, the Speech-Language Pathologist will:

- a. Complete assessments for, prescription of, and development, implementation, and monitoring and evaluation of service plans and orientation to augmentative and alternate methods of communication for non-speaking clients and those clients with for articulation/speech sound production problems, fluency disorders, voice disorders, resonance problems, swallowing impairments, language disorders, and non-speech communication disorders;
- b. Manage communication disorders or impairments in liaison with the Health as required, assessing and reporting on the individual's progress;
- c. Act as an information resource to clients, caregivers, Health Team while providing direct treatment;
- d. Work closely with the Health Social Workers and other interdisciplinary providers;
- e. Involve clients, families, and Care Teams while providing direct treatment;
- f. Work in partnership with schools where applicable to maximize resources and plan the integration of services to complement services of the Health Teams;

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- g. Prepare clients for, or facilitate the use of, alternate community services that can adequately meet the client's needs;
- h. In collaboration with the Home and Community Care, as applicable, provide necessary supplies and access to any specialized equipment required by the client to meet treatment goals;
- i. Educate clients and families to learn the necessary skills to manage their own care according to their wishes;
- j. Empower clients to achieve maximum independence in the home and/or school setting as applicable and maximize clients' opportunities to participate in activities of daily living whether at home or at school;
- k. Participate in ongoing and/or self-development and training and/or teachings in the area of Indigenous languages, culture and healing practices as required;
- l. Be responsible for ongoing professional and/or self-development and/or training in the medical field as required;
- m. Work as a team member in a multi-disciplinary setting;
- n. Ensure that effective and efficient use is made of all resources available to the Dilico Home and Community Care Team, in order to respond to the healing and wellness needs of the community;
- o. Performing other such reasonable duties which may be assigned from time to time by the Home and Community Care Manager.

2. **Organizational Responsibilities**

As a representative of Dilico Anishinabek Family Care, the Employee is responsible for:

- a. reflecting and interpreting the Agency Vision, Mission and Core Values in his/her own work with enthusiasm and commitment;
- b. acting in accordance with relevant legislation and Agency Policies, Standards and Procedures;
- c. proposing changes within Dilico that would improve the quality of service to Anishinabek children, families and communities;
- d. developing and maintaining respectful, cooperative working relationships to contribute to the integrated, seamless delivery of services to Anishinabek children, families and communities;
- e. Participating in team meetings to evaluate program effectiveness, and discuss client cases;
- f. Developing and utilizes written and audio-visual teaching aids to facilitate the learning process;
- g. Contributing to and participating in overall Primary Care Team planning, programming and evolution.
- h. Providing quarterly stats for submission to the Ministry of Health
- i. Understanding his/her role and responsibility in maintaining a safe workplace and reducing workplace injuries;
- j. Applying Anishinabek culture, values, traditions and teachings into programming where possible;

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- k. Ensuring accuracy, confidentiality and safekeeping of agency records;
- l. Participating constructively in the supervision process with the immediate Manager.

QUALIFICATIONS

1. **Education**

- a. Masters degree in Speech-Language Pathology from an accredited institution;
- b. Completion of Initial Practice Period and licensed with the College of Audiologists & Speech-Language Pathologists of Ontario (CASLPO).

2. **Work Experience**

- a. One to two years' work experience as a Speech-Language Pathologist in a community based setting.
- b. Knowledge and experience working with Indigenous communities.
- c. Demonstrated ability to work independently and as a member of a multi-disciplinary health services team.
- d. Experience working with preschool/early school aged population.

3. **Skills/Abilities**

- a. Strong case management skills and demonstrated ability to work in a fast paced team environment;
- b. Ability to design and follow creative treatment plans;
- c. Flexibility and time management skills to manage a changing caseload;
- d. Demonstrated proficiency in education and teaching with sound professional judgement;
- e. Sound knowledge of the Anishinabek culture and the principle issues affecting Anishinabek children, families and communities in the City and the District of Thunder Bay;
- f. The ability to promote and apply Anishinabek culture, values, traditions and teachings in the work of the Primary Care Team where appropriate;
- g. Develop and maintain respectful, cooperative working relationships with Anishinabek children, families, communities and service workers to promote an integrated, seamless delivery of service;
- h. Ability to understand or speak an Anishinabek language would be considered an asset;
- i. Effective written and oral communication skills, problem solving, advocacy and assessment skills;
- j. Ability to work within a multi-disciplinary team;
- k. Ability to work within the policies, standards, procedures and the vision, mission and core values of Dilico Anishinabek Family Care.

CONDITIONS OF EMPLOYMENT

- a. satisfactory Criminal Records Search;
- b. must possess a valid Standard First Aid/CPR Certificate;

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- c. ability to travel and work flexible hours as determined by the H&CC Manager or designate in relation to service delivery requirements;
- d. must possess a valid Ontario Driver's License and have access to a personal vehicle.

NOTE: This job description is not intended to be all-inclusive. The employee may perform other related duties as required to meet the ongoing needs of the organization.