Speech Language Pathologist (SLP) Adults

Department	Speech	**Reports To**	SLP Team Lead
Supervises	N/A	**FLSA Status**	Exempt

Position Summary

Responsible for providing diagnostic, therapeutic, and consultative intervention to adults demonstrating a communicative disability. This role includes collaboration with other healthcare providers, and families. This individual will also be responsible for training/supporting other SLPs in the area as well as promoting this new area of service to expand adult services in the community.

Essential Functions

Clinical Responsibilities

- Conduct comprehensive evaluations and individualized treatment of speech, language, cognitive-communication, voice, and swallowing disorders for adult clients with complex communication needs. This may include the following conditions:
  - Stroke
  - Neurodegenerative disorders
  - Traumatic brain injury
  - Parkinson's disease
  - Dementia
  - Mild Cognitive Decline
  - Dysphagia
  - Aphasia (including Primary Progressive Aphasia)
  - Voice and respiratory needs.
- Facilitate individual and group therapy sessions.
- Educate patients, families, caregivers, and staff regarding treatment recommendations and strategies.
- Maintain accurate and timely clinical documentation in accordance with organizational standards.

Program Development and Leadership

- Design, implement, and evaluate a comprehensive adult speech-language rehabilitation program.
- Triage incoming referrals.
- Establish standardized assessment and treatment protocols based on evidence-based practices.
- Collaborate with organizational leadership to identify program needs, resources, and growth opportunities.

- Assist with budgeting, resource allocation, and program sustainability planning.
  - Develop and expand community partnerships and referral relationships to support program growth. Including, but not limited to:
    - Brochures to physician offices outlining organization services
    - Updating Medi play and flyers for waiting room
- Support fellow SLPs in adult assessment, intervention, and implementation
- Support CF supervision for adult clients as needed
- Present in-service trainings on adult topics

As needed, provides direct services as described in SLP job description.

- Is informed regarding client/family rights and regulations as they pertain to federal and state laws and supports and advocates for the client and family. Keeps informed of new and existing agencies and/or services within the community.
- Maintains ongoing communication (verbal and written) with involved individuals regarding client and family status (e.g. goals, progress) to facilitate maximum benefits from service and to assist in program planning.
- Adheres to standards of ethical behavior as described in the ASHA code of ethics and agency policies.
- Maintains client records that are complete, timely, and adequate for the transfer of services if need be.
- Meets productivity standards, coordinates schedule of therapy and evaluations. Submits billing weekly.
- Develops and maintains currency in the field in relation to all areas of communication disorders.
- Maintains client confidentiality at all times.
- Maintains therapy equipment and materials in good condition and reports needed replacement and repairs as needed.
- Administers audiological screening tests for client management.
- Achieves continuing education credits; maintains CCC, license, and liability insurance on an annual basis.
- Travels to attend meetings and deliver services off site.

Non-Essential Duties And Responsibilities

- Additional duties as assigned by supervisor and leadership team.

General Expectations

- Be committed to the NHS mission, vision, and values.
- Follow the personnel policies as outlined in the Employee Handbook.
- Perform job duties with the highest standards for ethical and professional behavior
- Maintain confidentiality and protect NHS by keeping information concerning clients, staff and NHS operations confidential; maintain client and employee privacy in compliance with HIPAA federal guidelines and practice policies.

- Take responsibility and ownership for decisions, actions, and results.
- Shares knowledge and skills with other team members and expresses opinions.
- Takes initiative in offering help; takes on extra work when necessary to accomplish special projects.
- Tries to improve the quality of work performed by self and the agency; flexible and willing to develop and try new ideas; participates in Quality Assurance activities.
- Exhibits commitment to the organization; participates in Agency sponsored activities.
- Can be consistently relied upon to meet schedules and deadlines.
- Is cooperative and helpful to co-workers and clients; approaches disagreements with fellow employees as problems to be solved constructively; attempts to solve these problems directly with others.
- Remains positive and constructive when things are not going well; gives and takes constructive feedback well; asks for help when needed.
- Recognizes that everyone's job is important to the success of the organization.
- Be neat, clean, and appropriate in personal appearance and hygiene.

Physical Requirements

The physical requirements described here are representative of those that must be met by the Incumbent to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand, walk, sit (including prolonged sitting), and talk or hear. Duties may involve bending, climbing stairs, and sitting on the floor. The employee is also required to use hands and fingers to operate a standard computer keyboard, use a computer, mouse, fax machine, printer, and copier, and speak and hear using a telephone. Specific vision abilities required by the job include close vision, distance vision, and the ability to adjust focus.

The employee may occasionally lift and/or move up to twenty-five pounds. Performs tasks related to the care and safety of clients of all ages.

Work Environment

The work environment characteristics described here are representative of those the incumbent encounters while performing the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Work is performed in a general office or educational environment. Noise level is generally low to moderate. Work is occasionally stressful and requires ability to multi-task, meet deadlines, and successfully cope with the pressures which are related to the position.

Qualifications Needed For Position

Experience and Skill Requirements: The following experience and skills are considered essential:

- Minimum of 3-5 years of experience in adult rehabilitation, skilled nursing, outpatient rehabilitation, hospital, or post-acute care settings.
- Experience evaluating and treating adults with neurological and swallowing disorders.
- Excellent communication and interpersonal skills, with the ability to explain complex information to patients and families in a clear and empathetic manner.
- Ability to work collaboratively within an interdisciplinary team and coordinate with other healthcare professionals.
- Proficiency in using electronic health records (EHR) systems and other relevant healthcare technologies.
- Bilingual or multilingual abilities are a plus, depending on the patient population served.

Preferred Requirements:

- Previous experience launching, managing, or expanding rehabilitation programs.
- Experience with outcome measurement and program evaluation.
- Certification in voice disorder management or other advanced specialty training.
- Experience supervising clinical staff or students.

Education Requirements: The following education requirements are considered essential:

- Master's degree in Speech-Language Pathology from an accredited program.
- Certification of Clinical Competence in Speech-Language Pathology (CCC-SLP) from the American Speech-Language-Hearing Association (ASHA).
- Current, active state licensure to practice as a Speech-Language Pathologist (requirements may vary by state).

Additional Information

The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required.

All requirements and skills are considered to be essential, unless otherwise indicated.

External and internal applicants, as well as position incumbents who become disabled as defined under the Americans With Disabilities Act, must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case-by-case basis.

The job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change.