



Speech Language Pathologist 178R3-23-3
Child & Youth Health, Health Services
Full-Time

Applications will be received by Six Nations of the Grand River and Grand River Employment & Training (GREAT) up until 4:00 p.m. EST, Wednesday, **February 28, 2024**, for the **Speech Language Pathologist with Child & Youth Health, Health Services**, Department. The Six Nations of the Grand River Application for Employment Form, Job Posting, and Job Description are available for printing from the www.greatsn.com website. Online applications are accepted through <https://www.vscyberhosting.com/sixnations/>. **NO LATE APPLICATIONS ACCEPTED.**

Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community.

JOB SUMMARY: The **Speech Language Pathologist** reports to and works under the direction and supervision of the Child & Youth Health Team Manager, Health Services, Six Nations Elected Council.

Plan, organize, develop, and implement Speech Pathology Services in accordance with current applicable federal, provincial, and local standards, guidelines, and regulations, and as may be directed by the Director, to ensure that the highest degree of quality client care can be maintained at all times.

Type	Full-Time
Closing Date	Ongoing until filled
Hours of Work	35/weekly
Wage	\$77,000 - \$89,000

*A competitive compensation package will be offered commensurate with qualifications. *

BASIC QUALIFICATIONS:

- Graduate of a Master's Degree in Speech-Language Pathology
- Minimum three years clinical Speech Pathology experience preferred
- Must be registered with the College of Speech-Language Pathologists and Audiologists of Ontario (CASLPO)
- Clinical certification with Speech-Language & Audiology Canada (SAC)
- High level of computer skills – Microsoft Office, MS Word & Excel
- Valid Class "G" license and reliable transportation
- Supervisory experience with Communicative Disorders Assistants preferred

Six Nations Elected Council is an equal opportunity employer and will seek to accommodate the needs of individuals with disabilities in a manner that most respects their dignity. All candidates are encouraged to apply. Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community. Based on the need to provide qualified professional services, only those applicants meeting the minimum requirements will be invited for an interview.

SUBMISSION PROCEDURE: (Choose one method ONLY):

Method #1: Online

1. Please visit: <https://www.vscyberhosting.com/sixnations/> to access our job board and follow the directions to apply.
2. Please ensure all required documents are provided/uploaded with your application package, which includes:
 - a. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualify you for this position.
 - b. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
 - c. Copy of your education diploma/degree/certificate and transcript.
3. If you have any questions or need assistance, please reach out to Eniola Owoso, Human Resources Business Partner at 519-445-2223 ext. 5716 or via email at HRBP3@sixnations.ca.

Method #2: GREAT – Applications must include all of the following:

1. Printed, filled in and authorized Six Nations of the Grand River Application for Employment Form.
2. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualify you for this position.
3. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
4. Photocopy of your education diploma/degree/certificate and transcript.
5. Place all documents listed above in a sealed envelope and mail to or drop off at:

Speech Language Pathologist – Full-Time – 178R3-23-3
c/o Reception Desk
Grand River Employment & Training (GREAT)
P.O. Box 69, 16 Sunrise Court
Ohsweken, Ontario N0A 1M0

POSITION DESCRIPTION – HEALTH SERVICES

POSITION TITLE: Speech-Language Pathologist

REPORTING RELATIONSHIP:

Reports to and works under the direction and supervision of the Child & Youth Health Team Manager, Health Services, Six Nations Elected Council.

PURPOSE & SCOPE OF THE POSITION:

Plan, organize, develop, and implement Speech Pathology Services in accordance with current applicable federal, provincial, and local standards, guidelines and regulations, and as may be directed by the Director, to assure that the highest degree of quality client care can be maintained at all times.

KEY DUTIES & RESPONSIBILITIES:

1. Technical Functions:

- Intake and assessment of client need by:
 - Taking part in the intake by reviewing client needs
 - Select assessment activities based on medical and social history of clients
 - Maintain client records in accordance with the College of Speech-Language Pathologists and Audiologist of Ontario
 - Manage clinical waiting list
 - Referring calls to other community services as appropriate
 - Upon receipt of a referral, the Speech-Language Pathologist will provide client care using the following components of speech pathology process:
 - assessment of the client
 - development of individualized treatment plan
 - implementation of the plan, evaluation of the treatment outcomes
 - discontinuation of treatment when appropriate and recommendations for appropriate follow-up
- Developing and Implementing community client service plans to community members as required by:
 - Working with the Child & Youth Health Team Manager and Clinical Lead to determine case priority
 - Assessing communication and/or swallowing of clients to determine problems and develop treatment plan
 - Delivering the planned on-going or brief service(s) to the client which may include information and referral, assisting clients in completing official forms/applications;
 - Delivery services according to standards of care especially re: invasive procedures
 - Assessment, consultation, monitoring and therapy
 - Performs direct client care as appropriate and consults with families/caregivers regarding home therapy programs and techniques
 - Provide client/family education and training

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- Provide in-service education and community educational events
- Participate in program development and accreditation activities
- Participate in the discharge planning, development and implementation of client care plans, and client assessments as necessary
- Documentation in electronic medical chart on a daily basis in accordance with the policies and procedures established by Six Nations Health Services
- Provide supervision of Communicative Disorders Assistant (CDA)
 - Follow established College of Audiologists and Speech Language Pathologists of Ontario (CASLPO) Guidelines for the Use of Supportive Personnel
 - Assign clients to CDA as determined appropriate
 - Design, implement and modify individual treatment programs.
 - Monitor and review therapy provided by CDA
 - Provide direct on-site supervision of the CDA as stipulated in the supervision guidelines
 - Conduct regularly scheduled meetings in conjunction with each on-site supervisory visit
 - Review treatment programs and individual progress to determine continuation or termination of treatment
 - Ensure that the roles and responsibilities of the CDA and supervising speech-language pathologist are clearly defined in written format and available to all personnel in the work setting
 - Ensure that the training, qualifications, roles and responsibilities of the CDA are clearly outlined for the client
 - Obtain appropriate consent before allowing a CDA to provide treatment for an individual.
- Comply with established safety precautions and standards, infection control procedures and aseptic and isolation techniques

2. **Communications Functions:**

- Maintaining/reviewing assigned case files (case management) by:
 - Ensuring that assessment of work required and actual work performed is duly documented and placed in the Electronic Medical Record
 - Assisting in the development and maintenance of speech pathology service standards
 - Assuring that therapy personnel, clients, visitors etc. follow established policy and procedures at all times
 - Periodically reviewing case files and recommending necessary changes
 - Ensuring client's safety and comfort while performing duties
 - Ensuring therapy is administered in compliance with applicable regulations and standards
- Attends staff meetings for Six Nations Child & Youth Health Services
- Employs appropriate communication skills when interacting with clients, families and other staff
- Attends case conferences and clinical rounds and provides input in order to coordinate care and optimize client outcomes
- Follows procedures for reporting hazardous condition, equipment or incidents
- Ensures privacy is maintained in accordance with relevant regulations
- Provides appropriate advocacy for clients and families when necessary

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- Communicates regularly with the Child & Youth Health Team Manager and Clinical Lead

3. **Administrative Functions:**

- Planning weekly itinerary, and completing monthly work reports/statistics as required by:
 - Follow established report procedures as laid out by the program
 - Complete necessary monthly report forms and ensure relevant statistics are maintained as required
 - Review speech pathology policy and procedure manuals, work plans and job descriptions annually
 - Coordinating and scheduling of clinical activities
- Monitor clinic supplies and equipment inventory.

4. **Other Functions:**

- Performs other job related duties as may reasonably be required by the Child & Youth Health Team Manager
- Provides supervision of students and volunteers
 - Follows established CASLPO guidelines for the use of supportive personnel
 - Provides direct on-site supervision of the student/volunteer as stipulated in the supervision guidelines
 - Obtain appropriate consent before allowing a student/volunteer to participate in treatment for an individual
- Provides support to the Six Nations Emergency Measures Plan by ensuring awareness of the Emergency Measures Plan and assistance as instructed by the Director of Health Services.
- It is the responsibility of the employee to be aware of and adhere to all policies and procedures, including those that relate to client safety, staff safety and risk management.

WORKING CONDITIONS:

- Working has a high profile, extensive public contact and is subject to deadlines and interruptions.
- Work may at times be subject to unscheduled hours and out of office sessions.

WORKING RELATIONSHIPS:

With the Child & Youth Health Team Manager

Receives direction, guidance, encouragement; discusses plans and priorities.

With the Child & Youth Health Clinical Lead

Receives guidance; discusses plans and priorities or interacts to ensure tasks are done efficiently and effectively.

With Other Staff

Promotes courtesy, co-operation and teamwork with all staff.

With External Agencies

Represents and promotes Six Nations interests relative to health services; maintains awareness of legislative policy and program changes; seeks to develop close working relationships.

With the Public

Represents and promotes the health services interests of Six Nations; works in a courteous, co-operative positive and proactive manner, provides information and advice.

KNOWLEDGE AND SKILLS:**Minimum Requirements:**

- Graduate of a Master's Degree in Speech-Language Pathology
- Minimum three years clinical Speech Pathology experience preferred
- Must be registered with the College of Speech-Language Pathologists and Audiologists of Ontario (CASLPO)
- Clinical certification with Speech-Language & Audiology Canada (SAC)
- High level of computer skills – Microsoft Office, MS Word & Excel
- Valid Class "G" license and reliable transportation
- Supervisory experience with Communicative Disorders Assistants preferred

Other Related Skills:

- Familiar with the Six Nations Community and services available in the area
- Relate effectively with clients of all ages and their families/caregivers
- Strong organizational skills and ability to work independently and work cooperatively with other service providers.
- Strong interpersonal, verbal, and written communication skills. Experience with Electronic Medical Records.
- Understands the importance of Confidentiality. Ability to work with tact and discretion.
- Member of the Ontario Association of Speech-Language Pathologists and Audiologists (OSLA)

IMPACT OF ERROR:

Errors in judgement and in the conduct of duties could lead to loss of credibility, poor public relations, confusion, duplication of effort, and misinformation being given to the Director of Health Services, Human Services Committee, Six Nations Elected Council, Government Agencies, and the public.

CONTROL:

Guiding principles set by the Health Services Department and Six Nations Elected Council. Works within the administrative policies and procedures established by the Six Nations Elected Council for the Health Services Department and other legislation provided by the respective governments.