



A Utah Department of Health Baby Watch Early Intervention Program

Job Title:	Speech Language Pathologist
Position Type:	Exempt, Salaried, Benefits Eligible
Location:	Salem, Utah/ Nebo School District Boundaries
Program:	Early Intervention
Salary Range:	55K - \$90K D.O.E.
Supervisor:	Associate Director

Position Summary:

The Speech Language Pathologist serves as a member of the multi-disciplinary team to provide individual, family and group services to infants and toddlers in the Kids Who Count (KWC) Early Intervention Program.

Minimum Qualifications:

- Master's degree in Speech Therapy. KWC verifies both degree attainment and educational institution accreditation following an offer of employment.
- Licensure by the State of Utah to practice speech therapy or license eligible
- This position requires the use of personal vehicle with continuous automobile insurance that meets state minimum insurance requirements
- Must pass a Background Criminal Investigation and have an acceptable driving record
- Must be proficient in using a PC and/or tablet for email communication, scheduling, data entry and to submit and maintain personal work records.
- Credentialing from the State of Utah as an Early Intervention Specialist-II is required within six months from date of hire.
- Some evening and weekend work may be required.

Physical Requirements:

- Hearing/listening, lifting, manual dexterity, pulling/pushing, seeing, sitting, speaking, squatting/kneeling, standing, and walking. In addition, s/he must be able to play actively with children on the floor and must endure some environmental health risks common to family homes, such as pets, second hand smoke, etc.

Preferred Qualifications:

- Demonstrated knowledge of communication and language in children birth-to-3 years of age, including the progression of language acquisition in a normally developing child and how this may be affected by a variety of disabilities.
- In-depth knowledge of hearing, sensory and oral motor systems and the impact on communication. A working knowledge of augmentative communication devices and expertise in matching alternative communication systems to child and family needs is required.

- A strong working knowledge of all areas of early childhood development, including gross and fine motor, cognitive, social-emotional, self-help, sensory and state regulation, and general health and nutrition is needed.
- A clinical background in neurologic communication and swallowing disorders in a pediatric environment.
- Ability to identify atypical development and risk factors (“red flags”) in both infants and toddlers. A knowledge of various disabilities and how they impact development.
- The preferred candidate will demonstrate understanding and respect for family-centered early intervention services provided under Part C of Individuals with Disabilities Education Act (IDEA).

Essential Skills:

- The ability to communicate in English in both written and verbal formats on a professional level. Fluency in conversational and written Spanish is a desirable skill for the position.
- Proficiency in organizing and managing work materials and a personal work schedule. The ability to keep timely and accurate records including time sheets, service documentation, required data entry and compliance.
- The ability to collaborate with members of a team, following established policies and procedures, responding promptly to communications delivered through established channels, attending meetings and activities regularly and on time, meeting assigned deadlines, and resolving problems or differences of opinion within the appropriate team context.
- Establish and maintain relationships of mutual respect and trust with client families, co-workers, and community partners.

Job Responsibilities:

- Evaluate infants and toddlers for speech, language, voice and swallowing disorders. Review medical or background information to determine course of intervention.
- Collaborate with the team to develop an Individualized Family Service Plan (IFSP) to appropriately address the child and family developmental concerns.
- Educate parents on their child’s developmental progress. Conduct ongoing assessment in all areas of child development or areas of specialty.
- Utilize coaching strategies to facilitate the parent-child relationship and enable parents to enhance their child’s development and achieve IFSP outcomes.
- Implement individual and group activities at home visits or the center to teach families strategies for optimal development.
- As a member of the early intervention team, the SLP may serve as the Primary Service Provider, Service Coordinator or Specialized Service Provider.
- Write reports and maintain proper documentation of information, such as client records, caseload activities, including the initial evaluation, treatment, progress and discharge of clients.

Other Duties as Assigned.
