



Internal and External Posting

February 13, 2024

**Communicative Disorders Assistant (CDA)  
Augmentative Communication Services (ACS)**

OPSEU 258 salary range for Communicative Disorders Assistants is \$25.27 - \$28.12 per hour.

**Assigned Site:** Multiple Sites

**Full-time Equivalency:** Up to 0.5 FTE

**Employment type:** Contract

**Commencing:** ASAP – March 7, 2025

Who we are:

Our mission at KidsAbility is to empower children and youth to realize their full potential. We are a not-for-profit, equal opportunity employer supporting over 17,000 children and youth to reach their communication, social, physical, and behavioural goals each year. From birth to age 21, we are here to help navigate the journey of childhood through to adulthood, providing early and exceptional family-centered services. With over 65 years of proven and dedicated community outreach within the Waterloo and Guelph Wellington Regions, we continue to lead with purpose to ensure the needs of our community are met. We will continue to strive to build a strong, inclusive tomorrow as we learn from our past, respond to our present, and anticipate our future. We believe that by living our values, our impact can be profound, and together, we can build brighter futures.

Why join us:

- Continuing learning, skills development, and training program opportunities
- Mentorship opportunities for new graduates
- Experienced, personable, and accessible management for ongoing support and mentorship
- A supportive and caring work environment with a strong focus on client service and supporting staff to meet our mission critical work
- Opportunities for multi- and trans-disciplinary collaboration
- Wellness initiatives, social events, and opportunities to give back to your community
- Access to Employee and Family Assistance Program

If eligible:

- Comprehensive benefits and optional group RRSP program
- Short- and long-term disability income protection benefits
- Generous vacation package, paid personal leave days, and closure and discretionary days

What you will do:

The goal of a CDA, under the direction of a Speech-Language Pathologist, is to:

- Support activities of the interdisciplinary team to co-ordinate services to clients who require an alternative or augmentative communication system and their families
- Enhance the communications skills of clients in partnership with their families, and their community

- Continually work towards prevention, education, consultation, early identification, and management of communication disorders and contributing to the development of continuous quality improvement activities
- Document in KidsAbility's shared electronic record

How you will make an impact:

- Working towards our goal of providing the right support to the right child at the right time
- Exchange information and ideas in a manner that fosters understanding and positive relationships with clients, families, co-workers, and the community
- Contribute to the development and continuous quality improvement of the Centre, the community, and the profession by participating in projects and groups
- Maintain awareness of relevant community resources and factors that impact speech and language development and educate, consult, and counsel individuals, families and other agencies or professionals to encourage early identification and intervention to promote appropriate speech and language development

What you need:

- Communicative Disorders Assistant Diploma
- Member of the Communicative Disorders Assistant Association of Canada (CDAAC) is an asset
- Augmentative Communication Services (ACS) Foundations course and ACS experience is required
- Understanding and proficiency with Aided Language Stimulation and AAC devices use an asset
- Excellent oral and written communication skills, and strong time management skills
- Demonstrated consultation and problem-solving skills
- Excellent organizing, coordinating, and managing the program demands in a fast-paced environment
- High levels of attention to detail and confidentiality
- Travel is required for this role; you must have access to a reliable vehicle with public liability/property damage coverage (minimum of \$1 million)

What we're looking for:

- Experience working with children who have a variety of developmental, physical, and communicative disorders
- Experience with school aged children intervention of articulation and fluency disorders an asset
- Proficient in MS Office, possess strong computer and data entry skills
- Knowledge of AlayaCare or other electronic charting software is an asset
- Proven ability and willingness to work as an integral member of a team
- Ability to work independently with little direction, self-motivated and demonstrate initiative
- Standard First Aid and CPR are an asset
- Bilingual in French and English is an asset

Join KidsAbility and help make a difference in the lives of children and youth while achieving personal and professional growth.

We invite applications from those interested in this position to submit a letter of interest and resume to Human Resources by emailing [recruitment@kidsability.ca](mailto:recruitment@kidsability.ca) by end of day **February 21, 2024**.

Equity, Diversity, and Inclusion are the core values at KidsAbility. We are a diverse workforce with wide perspectives and creative ideas that benefit our clients and the community. It is the policy of KidsAbility to ensure equal employment opportunity without discrimination or harassment. We welcome applications from visible minority groups, women, Aboriginal people, persons with disabilities, religion, age, sex, sexual orientation, gender identity or expression, marital or domestic/civil partnership status, genetic information or any other ground protected by applicable law.

KidsAbility strives to create an accessible and inclusive application and selection process and is committed to working with and providing reasonable accommodations to job applicants who may require provisions to participate in the selection process. Should any applicant require accommodations please contact Human Resources in advance for assistance at [recruitment@kidsability.ca](mailto:recruitment@kidsability.ca).

Please note that all prospective KidsAbility employees are subject to mandatory immunization requirements, including the full and ongoing COVID-19 vaccination, as a condition of obtaining and maintaining employment. We will make accommodations as directed by the Ministry of Children, Community and Social Services and the Chief Medical Officer of Health.

To stay up-to-date, follow us on social media:

Facebook: <https://www.facebook.com/KidsAbility/>

Twitter: <https://twitter.com/KidsAbility>

Instagram: <https://www.instagram.com/kidsability.ca/>

LinkedIn: <https://www.linkedin.com/company/kidsability/mycompany/>

YouTube: <https://www.youtube.com/c/KidsAbilityCentreforChildDevelopment>