



**Posting Date:** April 3, 2024  
**Closing Date:** April 30, 2024

## **Speech-Language Pathologist**

Up to 13.0 FTE, Permanent | Start Date: May 13, 2024  
OPSEU 258 salary range for Speech-Language Pathologist is \$38.87-\$44.56 per hour.

### **About KidsAbility:**

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. Providing early and exceptional family-centred services in the Waterloo and Guelph-Wellington regions. We believe that by living our values, our impact can be profound, and together, we can build brighter futures.

We're looking for the right people to join our team; supporting children, youth, and families to realize their potential, while realizing your own. At KidsAbility, we offer:

- CASLPO mentorship for new graduates and CETP exam preparation support
- Continued learning, skills development, possible opportunity for Hanen training
- A supportive, collaborative, and inclusive work environment dedicated to family-centred care
- Mileage reimbursement for client visits greater than primary site or between schools
- Wellness initiatives, social events, and opportunities to give back to your community
- Access to Employee and Family Assistance Program
- Comprehensive benefits and optional group RRSP program, if eligible
- Short- and long-term disability income protection benefits, if eligible
- Generous vacation package and paid personal leave days, if eligible

### **About the Opportunity:**

The Speech-Language Pathologist at KidsAbility enhances the communication skills of clients in partnership with their families and their community. Speech-Language Pathologists specific areas of responsibility include, but are not limited to:

- Provide early identification and intervention to enhance the communication skills of children, in partnership with their families and community, by using the KidsAbility service delivery model within our multi-site organization and providing evidence-based therapy as part of an inter-disciplinary team
- Assess, design, implement, record, and evaluate all aspects of individual speech and language therapy programs for children who have communication challenges or delays in an efficient and effective way
- Provide clinical supervision and directives to Communicative Disorders Assistant (CDA) with respect to speech and language treatment and intervention
- Participate in, and support the goals and activities of the team, both internally and externally, and provide support and initiative to the activities and plans of the interdisciplinary team related to coordinating services to clients and families
- Initiate and undertake activities that improve one's professional knowledge and clinical skills, and keep up with new and innovative ideas and interventions
- Practice in a manner consistent with KidsAbility's mission, values, and strategic plan
- Maintain the standards of professional practice and conduct/ethics of CASLPO

**More About You:**

To qualify, applicants must have a master's degree in Speech-Language Pathology and registration with the College of Audiologists and Speech-Language Pathologists of Ontario (CASLPO), in addition to:

- Strong analytical skills, be organized and detail minded, be able to prioritize tasks to meet strict deadlines and have excellent follow-up
- Effective oral and written communication skills with high level of attention to detail and adherence to confidentiality standards
- Possess a valid driver's license and access to a reliable vehicle with public liability/property damage coverage as travel may be required
- Proficiency in MS Office applications including SharePoint and Teams

In addition to the above qualifications, the following skills and experience will be strong assets:

- Ability to supervise Communicative Disorders Assistant (CDA)
- Experience with children and youth who have a variety of developmental, physical, and communicative disorders, who have alternate and augmentative communication needs and/or feeding/swallowing needs and additional training in articulation/phonology, motor speech, voice, resonance, feeding, and fluency disorders
- Proven ability and willingness to work as an integral member of a team, as well as work independently with little direction, demonstrating self-motivation and initiative
- Demonstrated collaboration, consultation and coaching skills working with diverse groups
- Excellent time management, problem-solving and caseload management skills
- Knowledge of AlayaCare or other electronic charting software
- Standard First Aid and CPR

We invite applications from those interested in this position to submit a letter of interest and resume to [Human Resources](#) by end of day **April 30, 2024**.

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 accommodation please contact Human Resources in advance for assistance.

Equity, Diversity, and Inclusion are the core values of 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.

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.