



• 35 Wall St. Oxford NJ 07893 • 66 Moore St, Hackensack NJ 07601 • 201 19th Street Union City, NJ

### **Job Description**

**Job Title:** Speech Therapist  
**Reports To:** Director of Behavior Supports  
**FLSA:** Exempt  
**Approved By:** Executive Director

**Position Overview:** As a Speech Therapist, you will play a vital role in assessing, diagnosing, and treating individuals with communication disorders, tailoring evidence-based interventions to meet the unique needs of each member. Your expertise will contribute to fostering effective communication and enhancing the overall quality of life for our clients.

### **Key Responsibilities:**

#### **1. Comprehensive Assessment and Diagnosis:**

- Conduct thorough and standardized assessments to identify speech, language, and communication disorders in clients of all age groups.
- Utilize validated assessment tools and techniques to gather data, analyze results, and formulate accurate diagnoses.
- Collaborate with other healthcare professionals, educators, and caregivers to obtain a holistic understanding of clients' needs and challenges.

#### **2. Individualized Treatment Planning and Implementation:**

- Develop highly individualized treatment plans that align with evidence-based practices and best-in-class standards.
- Design and implement targeted therapy sessions aimed at improving articulation, language comprehension, expression, fluency, and voice production.
- Employ innovative and proven therapeutic techniques to address the unique communication goals and abilities of each client.

#### **3. Progress Tracking and Documentation:**

- Monitor clients' progress systematically through ongoing assessment, adjusting treatment plans as necessary to achieve optimal outcomes.
- Maintain accurate and detailed records of assessments, treatment plans, session notes, and progress reports, ensuring compliance with regulatory and ethical guidelines.

#### **4. Collaborative Care and Education:**

- Collaborate seamlessly with interdisciplinary teams, including physicians, psychologists, educators, and parents, to ensure holistic client care.
- Educate clients, families, and caregivers on strategies to enhance communication and integrate therapy techniques into daily routines.

#### **5. Ethical and Professional Standards:**

- Adhere to the Code of Ethics and Scope of Practice for Speech-Language Pathologists as outlined by the American Speech-Language-Hearing Association (ASHA).



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- Stay informed about current research, advancements, and best practices within the field of speech therapy through continuous professional development.

### **Qualifications:**

- Master's degree in Speech-Language Pathology or Communication Disorders from a program accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA).
- Certification of Clinical Competence in Speech-Language Pathology (CCC-SLP) from ASHA or eligibility for CCC-SLP.
- State licensure as a Speech-Language Pathologist, meeting the requirements of the respective state's licensing board.
- Proven experience in conducting comprehensive speech and language assessments, developing individualized treatment plans, and achieving positive outcomes.
- Strong understanding of evidence-based therapeutic techniques and their application across various communication disorders.
- Excellent communication, interpersonal, and cultural competence skills to effectively engage with clients and their support networks.
- Proficiency in maintaining accurate and organized clinical documentation in compliance with legal and regulatory standards.

### **Benefits:**

If you are a dedicated and skilled Speech Therapist who is committed to upholding the highest standards of care and contributing to the well-being of individuals with communication disorders, we invite you to apply for this impactful role in our organization.