

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

Job Title: Speech Pathologist, or Speech Therapist

Department: BRHWC – PT/OT

Hourly Rate: \$35.00 to \$42.00 DOE

Full Time: 40 Hr

Exempt: Non-Exempt

Supervisor: Medical Director

Posting Date: Public

Opens: December 16, 2024

Closes: January 06, 2025, at 4:30 PM

Posting Date: **Open Until Filled**

Opens: January 9, 2025

Closes: Open Until Filled



Benefits

Excellent family Insurance

Paid Holidays: 17 Full + 2 ½ days

Personal Leave: 24 Hours renewed annually to use upon hire

Sick: 8 hours accumulated monthly, limit 300 hours

Annual: 8 hours accumulated monthly, increases with years of service

Summary: A Speech Pathologist, or Speech Therapist, is responsible for helping people communicate and swallow appropriately. Their duties include assessing patients, diagnosing disorders that can impact swallowing and speaking and providing treatment for their patients.

Speech perform duties like assessing, diagnosing, treating and helping to prevent swallowing and communication disorders in adults and children. Swallowing, speech and language disorders result from a variety of causes including autism, a cleft palate, Parkinson's disease, developmental delay, hearing loss, brain injury and stroke.

Essential Duties and Responsibilities include the following:

Speech Pathologists often work with individuals who experience voice disorders such as harsh voice or inappropriate pitch or who are unable to understand language. They are responsible for completing administrative tasks including documenting billing information and keeping accurate records of initial evaluations, diagnoses, treatment progress and any treatment plan notes. In addition, they are responsible for:

- Evaluating levels of swallowing, speech and language difficulty
- Identifying treatment options
- Creating and carrying out individualized treatment plans addressing specific functional needs

- Teaching patients how to make sounds while improving their voices and maintaining fluency
- Helping individuals improve sentence structure and vocabulary used in written and oral language
- Working with adults and children in developing and strengthening muscles used to swallow
- Counseling individuals and families on ways to cope with swallowing and communication disorders
- Speech Pathologists focus on the following areas:
 - Child language disorders: Helping children who have trouble forming words and speaking appropriately for their age.
 - Fluency disorders: Specialize in fluency disorders help those who suffer from stuttering or similar speech challenges.
 - Swallowing disorders: Specializes in swallowing disorders helps those who have trouble swallowing.

KNOWLEDGE, SKILLS, AND ABILITIES:

1. Attention to detail regarding a patient's problems to analyze what they need to ease their concerns with speech issues
2. Work with individuals who experience voice disorders such as harsh voice or inappropriate pitch or who are unable to understand language.
3. Responsible for completing administrative tasks including documenting billing information and keeping accurate records of initial evaluations, diagnoses, treatment progress and any treatment plan notes. In addition, they are responsible for:
 - a. Identifying treatment options
 - b. Creating and carrying out individualized treatment plans addressing specific functional needs
 - c. Teaching patients how to make sounds while improving their voices and maintaining fluency
 - d. Helping individuals improve sentence structure and vocabulary used in written and oral language
 - e. Working with adults and children in developing and strengthening muscles used to swallow
 - f. Counseling individuals and families on ways to cope with swallowing and communication disorders
 - g. Interpersonal skills to build positive relationships with patients and motivate them
 - h. Communication skills to interact clearly with doctors and family members as well as patients
 - i. Ability to maintain a high level of confidentiality
 - j. Highly dependable, excellent attendance
 - k. Training and licensed/certification in speech therapy
 - l. Excellent attention to detail, particularly for interpreting patient treatment plans

- m. Strong communication skills and the ability to explain technical information clearly to patients
- n. Familiarity with speech therapy related products
- o. The ability to work effectively as part of a team
- p. Excellent verbal and written communication skills
- q. Able to interview patients/clients and document accurately, interact with the public and prospective patients/clients, speak effectively, and be readily available for crisis
- r. Strong verbal and written communication skills
- s. Complete and pass HIPAA training
- t. Ability to organize and prioritize tasks.

QUALIFICATIONS AND EXPERIENCE:

Speech Pathologists need a minimum of a master's degree supervised clinical experience and passing exams. While master's degree programs don't require specific undergraduate degrees for admission, certain coursework is often required to be completed prior to entering a program.

The Council on Academic Accreditation (CAA) which is part of the American Speech-Language-Hearing Association is responsible for accrediting educational programs in speech-language pathology. Certification and state licensure require candidates to graduate from an accredited program.

Speech Pathologists can also earn the Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP) administered by the American Speech-Language-Hearing Association. Certification usually satisfies many state licensure requirements and is required by some employers.

In order to obtain CCC-SLP certification, applying candidates must have a degree from an accredited program, successfully pass an exam and complete a fellowship while being supervised by a certified Speech Pathologist. An additional 30 hours of continuing education is required every three years in order for Speech Pathologists to maintain their CCC-SLP credentials.

<https://www.asha.org/certification/>

1. Strong communication skills and the ability to explain technical information clearly to patients
2. Ability to work well with many individuals.
3. Ability to perform multi-tasks in an often-busy environment.
4. Ability to keep calm during emergency situations
5. Basic Computer knowledge and keyboarding skills a necessity. Strong Computer skills are preferred
6. Must be dependable, punctual, relate well with others and able to meet deadlines.

7. Must understand the Native American community and culture, as well as experience working with people from diverse ethnic groups and various backgrounds.
8. Must pass a pre-employment drug test upon employment.

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skills, and/or ability required. Knowledge of the uniqueness of the Bad River Community and 7 Grandfather Teachings is preferred for this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Background Check:

This position is contingent on the required ability to pass a Bad River caregiver background check when working with children and/or the elderly.

This position requires a driver check, to meet eligibility for tribal insurance.

Physical Demands:

The physical demands described here are representative of those that must meet by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Must be physical able to perform all job duties. Walking, standing, bending, stooping and occasional lifting up to 25lbs and/or carrying for short distances.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Drug-Free Workplace in accordance with the Drug Free Workplace Act of 1988, P.L. 100-690 and the Bad River Tribe's Employee Policy & Procedures Handbook. Indian Preference will be given in accordance with P.L. 93-638 and the Tribe's Preference Policy.

Send Application and Resume To:

Bad River Tribe

Attn: Human Resources

P.O. Box 39

Odanah, WI 54861

<http://www.badriver-nsn.gov/>

Application material may also be emailed to:

HRmanager@badriver-nsn.gov

HRassistant@Badriver-nsn.gov