



Speech-Language Pathologist

Start Date: Negotiable

Wages: \$40.75-\$50.87 per hour – \$79,462 to \$99,196 per year plus a 9.3% pension contribution.

Hours: Monday to Friday 8:30-4:30 (full-time, permanent)

An exciting opportunity exists for a Speech-Language Pathologist to join our team at the Child Development Centre in Prince George, B.C, on the traditional and unceded territory of the Lheildi T'enneh First Nation and Dakelh speaking peoples. You will work with a highly skilled and supportive team of professionals. We value flexibility and mentorship. The caseload includes a full-range of early intervention speech therapy services to children from birth to school entry. The position will primarily work in Prince George with opportunity for travel to surrounding communities.

We provide a fantastic benefits package, including a defined rate pension plan, extended medical, dental, long term disability insurance, and more. Training, mentorship, and a relocation allowance are available. Successful applicant may be eligible for a \$20,000 Rural and Remote Recruitment incentive given a 2-year commitment.

Qualifications/Requirements:

- active registration with the College of Health and Care Professionals of British Columbia
- graduate of a recognized Speech-Language Pathology program
- an acceptable criminal records check
- a valid British Columbia Class 5 driver's license
- current COVID-19 vaccination including booster in the past 10 months

The Child Development Centre of Prince George and District is one of the largest and longest serving child development charities in British Columbia. We follow a family-centred philosophy and practice, using a multidisciplinary approach. Our team consists of physiotherapists, occupational therapists, early childhood support staff, and family resource workers. We also collaborate closely with community agencies, fostering each child's social, emotional, physical, cognitive and communication abilities.

Prince George is a vibrant, four-season city that features spectacular lifestyle options, including a wide variety of outdoor recreational opportunities, many dining options, live theatre, all major department stores, and more. The city is a four-hour drive from Jasper National Park. We are home to the University of Northern BC, the second most highly ranked primarily undergraduate university in Canada ([Maclean's](#)). The city offers the opportunity for short commutes and is relatively affordable. See the following for more information: [Move Up PG](#), [Tourism PG](#).

Interested applicants are invited to submit a cover letter and résumé by email to:

Joan Beek, Lead Speech-Language Pathologist

joanb@cdcp.org

or phone for more information: 250-561-6558

CHILD DEVELOPMENT CENTRE OF PRINCE GEORGE AND DISTRICT ASSOCIATION

JOB DESCRIPTION

JOB TITLE: Staff Speech-Language Pathologist

JOB SUMMARY: Reporting to the Lead Speech-Language Pathologist, the Staff Speech-Language Pathologist will provide speech-language pathology services to infants and children as part of a multidisciplinary team.

Clinical work primarily involves:

- Identification, assessment, diagnosis and diverse approaches to treatment of communication, voice and/or swallowing disorders, such as speech delays and disorders, language delays and disorders, fluency disorders, voice and resonance disorders, feeding disorders, and pre-literacy skills
- Using a family-centred approach to care
- Working in a culturally safe, trauma-informed manner

JOB CLASSIFICATION/PROFILE: Speech-Language Pathologist Grade 1¹

WAGE GRID LEVEL: 11¹

WAGE SCHEDULE: Industry Wide Miscellaneous Rates as per the provincial collective agreement between the Health Employers Association of BC and the Health Sciences Professionals Bargaining Association.

WORKPLACE WHERE JOB DESCRIPTION IN USE: All geographical areas served by the Child Development Centre of Prince George and District Association (CDC), in a variety of environments, including but not limited to virtual, daycare, CDC, preschool, school, home visits.

REQUIRED QUALIFICATIONS:

- Masters degree in speech-language pathology obtained in British Columbia or an academic qualification from a program or institution outside of British Columbia considered equivalent by the College of Speech and Hearing Health Professionals of British Columbia (CSHBC) Board
- Licensed by the CSHBC
- Acceptable Criminal Record Check
- Valid Class 5 BC driver's license
- Ability to carry out the duties of the position

TYPICAL DUTIES:

- Exercises independent judgment in decision making related to therapeutic, preventative and/or rehabilitative services to promote, develop, maintain and/or restore optimal function.
- Performs work in accordance with established standards of practice, employer policies, contractual obligations, and work-related processes, procedures and guidelines, including safety and quality protocols.

¹ To be updated to *P1 Working Professional* in the "Rehabilitation/Therapeutic" professional grouping upon full implementation of the new profile-based classification system.

- Screens referrals and performs intake. Conducts assessments and/or examinations of patient/client/resident status; interviews/gathers information from patient/client/resident/family; reviews patient/client health records including test results to determine, develop and implement care/treatment plans using diverse approaches and/or coordinates services for patient/client/resident; evaluates and prioritizes interventions including diagnostic and other testing procedures to support diagnosis and treatment.
- Engages patient/client/resident/family/caregivers in setting treatment/service goals.
- Provides treatment, education and guidance in individual or group settings.
- Provides education to patients/clients and families/caregivers regarding functional and rehabilitation issues of patients/clients; coaches patients/clients to ensure their maximum effort and cooperation and promotes their independence and return to optimum functioning.
- Administers standard clinical diagnostic tests to assess impairment/function.
- Instructs patients/residents/clients on equipment/aid use and safety.
- Monitors patient/client/resident progress, evaluates outcomes/goals and reassesses and/or modifies care/treatment plan and/or refers patient/client/resident to other health care resources as required. Identifies patient/client/resident/family learning needs and provides related instruction, guidance and/or education materials. Advocates on behalf of patient/client/resident and family/caregiver. Assists patient/clients/residents to obtain community supports and links clients to community partners and programs.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client/resident, family and other stakeholders in the provision of care across the continuum; provides clinical work direction to designated care providers and volunteers; and coordinates administrative tasks related to the provision of care.
- Participates in employer programs and initiatives such as clinical rounds, discharge planning, research activities, quality improvement, case/team conferences, meetings, community engagement activities, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, and maintains work area and equipment as needed.
- Participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment.
- Gathers, enters, reviews, and maintains patient/client/resident information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students.
- Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.
- Performs other related duties as assigned.

Date Revised	March 2004
Draft Revision:	May 2006
Date Reviewed:	February 2010
Draft Revision:	March 2010
Date Reviewed:	June 2012
Date Revised:	October 2023