



Changing Tides

THERAPY SERVICES

RE: Lead Speech-Language Pathologist Job Description

Join our growing team! We take pride in being a renowned clinic that offers exceptional therapy services for pediatric clients in Homer, AK and its surrounding communities. Our primary focus is to help our clients navigate life with greater independence and success, ensuring they achieve their goals. At Changing Tides Therapy Services, we believe in the power of collaboration and play! We prioritize a client-centered approach, where families play an integral role in the treatment process. Together, we create a lasting impact in the lives of those we serve.

Changing Tides Therapy Services is seeking a skilled and passionate pediatric Speech-Language Pathologist to join our dynamic team. As a vital member of our clinic, you'll have the opportunity to make a real difference in the lives of children and their families while enjoying a supportive and positive work environment.

LeadSLP Job Responsibilities:

Clinical Excellence

- Conduct evaluations and determine appropriate service provision
 - Develop treatment plans aligned with family priorities and responsive to cognitive, social, emotional, and sensory needs
 - Provide direct therapy services using evidence-based, relationship-based, and play-based approaches
 - Analyze program data and adjust treatment to ensure optimal client progress
- Maintain high standards in documentation, report writing, and regulatory compliance

Leadership & Mentorship

- Provide mentorship and clinical guidance to SLPs, SLPAs, and CFs
- Supervise SLPAs and other support professionals in accordance with ASHA and state regulations
- Support onboarding of new clinicians within the SLP department
- Model clinical excellence, professionalism, and ethical practice
- Assist in developing internal trainings and professional development opportunities

Program Development & Collaboration

- Collaborate with Owner and leadership team on programming decisions and service expansion
- Participate in interdisciplinary planning within the clinic
- Contribute to quality improvement initiatives
- Help maintain alignment with evidence-based practice standards and regulatory requirements



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- Serve as a resource for complex clinical cases

Professional Engagement

- Attend and actively contribute to staff meetings and leadership meetings as scheduled
- Remain current in evidence-based practice and regulatory updates
- Pursue continuing education aligned with clinic priorities
- Support families and caregivers through education and collaborative communication

SLP Minimum Skills and Qualifications:

- At least 3 years experience working as SLP with the pediatric population preferred
- Experience supervising SLPAs and/or mentoring clinicians preferred
- Maintain active certification with ASHA Certificate of Clinical Competency
- Adhere and comply with State of Alaska licensure requirements
- Remain current on all required or requested trainings/certifications necessary for the position with Changing Tides Therapy Services
- Expert knowledge of intervention planning for developing speech-language treatment that focus on increasing functional communication
- Adhere to ASHA Ethics Code for Speech-Language Pathologists
- Demonstrate efficiency in productivity requirements (i.e. chart notes, report writing, etc.)
- Experience with office productivity suites such as Google Suite systems
- Ability to respond quickly to phone calls, text messages, and emails
- Demonstrate professionalism and respect in all interactions with clients and clinic staff

Note: This job description is not intended to be all-inclusive. The employee may perform other related duties as negotiated to meet the ongoing needs of the organization.

Reports to: Owner, or other designated manager

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Our Mission:

To support children, families, and our community by providing services rooted in collaboration, integrity, and excellence, with relationships and play as the foundation.

Our Company Pillars/Values are:

- Relationships and play are the foundation
- Excellence is the expectation
- Integrity guides every decision
- Collaboration strengthens outcomes