

Lead Speech-Language Pathologist

Job Description

Internal Use Only | Clinical | Effective August 2026



Position Details

Position Title	Lead Speech-Language Pathologist
Department / Track	Clinical, Speech-Language Pathology
Reports To	Clinical Director
Supervisory Responsibility	Provides clinical supervision, mentorship, and quality review for Speech-Language Pathologists, Speech-Language Pathology Assistants, and Clinical Fellows within the Speech Department.
Employment Classification	Full-Time (40 hours per week)
FLSA Status	Non-Exempt (hourly)
Work Location	Homer, Alaska. Not a remote-eligible position.

About Changing Tides

Changing Tides Therapy Services, Inc ("Changing Tides") provides pediatric Speech Therapy, Occupational Therapy, ABA, and related developmental services in Homer, Alaska and the surrounding communities. Our care is relationship-based, play-based, and interdisciplinary. Families are active partners in the work rather than observers of it, and our team collaborates across disciplines to create meaningful, lasting outcomes for the children and community we serve.

Changing Tides holds high standards for the care we provide and for how we treat one another while providing it. Every role here, clinical and non-clinical, exists to make that care possible.

Position Summary

The Lead Speech-Language Pathologist carries a clinical caseload and leads the Speech Department. This is not a step away from direct service. It is a senior clinician who continues to treat children while setting the standard for how speech therapy is practiced at Changing Tides.

The leadership half is mentorship, supervision, and department building: guiding SLPs, SLPAs, and Clinical Fellows, supporting new clinicians through onboarding, reviewing documentation for quality and skilled-service justification, and partnering with the Lead OT and Lead BCBA so that interdisciplinary care is coordinated rather than merely parallel.

The role also carries clinical judgment the rest of the department leans on. When a case is complex, when a plan is not working, or when a clinician is unsure, the Lead SLP is who they go to first.

Where this role's authority stops.

The Lead SLP holds clinical supervision, mentorship, and quality review within the Speech Department.

Employment decisions, including hiring, compensation, schedule and caseload assignment, performance reviews, and corrective action, are held by the Clinical Director. The Lead SLP's observations inform those decisions; they do not replace them.

Clinical authority runs within Speech only. The Lead SLP does not direct Occupational Therapy, ABA, or administrative staff, and does not set practice standards for another discipline.

Job Responsibilities

Clinical Excellence

- Conduct speech and language evaluations, interpret results, and determine appropriate service provision and frequency.
- Develop treatment plans aligned with family priorities and responsive to each child's cognitive, social, emotional, sensory, and communication needs.
- Provide direct therapy using evidence-based, relationship-based, and play-based approaches.
- Ensure each child's communication system, including AAC, is available and modeled throughout sessions.
- Analyze treatment data and adjust plans so that progress is measured rather than assumed.
- Maintain high standards in documentation, report writing, and regulatory compliance, and meet clinic documentation deadlines.
- Serve as a clinical resource for complex cases across the Speech Department.
- Partner with families as active participants in their child's care, communicate results and recommendations clearly and without jargon, and support caregiver understanding through education and coaching.
- Direct family questions that fall outside clinical scope, including scheduling, billing, and authorizations, to the front office.

Leadership & Mentorship

- Provide mentorship and clinical guidance to Speech-Language Pathologists, Speech-Language Pathology Assistants, and Clinical Fellows.
- Support onboarding of new Speech Department clinicians, including orientation to clinical standards, documentation expectations, and clinic workflows.
- Review clinical documentation across the Speech team for quality, consistency, and skilled-service justification, and give feedback directly to the clinician.
- Model clinical excellence, professionalism, and ethical practice.
- Develop and deliver internal trainings and professional development for the Speech Department.
- Raise patterns and concerns with the Clinical Director early, including performance concerns, so they can be addressed through the appropriate process.

Supervision & Regulatory Compliance

- Supervise Speech-Language Pathology Assistants in accordance with ASHA requirements and State of Alaska licensure regulations.
- Supervise Clinical Fellows in accordance with ASHA Clinical Fellowship requirements, including required observation, documentation, and reporting.
- Maintain supervision records and complete required supervisory documentation on time.
- Ensure supervised personnel practice within their scope and that assigned caseloads are appropriate to their level of training and licensure.
- Stay current on ASHA and Alaska regulatory changes affecting scope of practice and supervision, and communicate those changes to the department.

Program Development & Interdisciplinary Collaboration

- Collaborate with the Clinical Director and leadership team on Speech Department programming, staffing needs, and service expansion.
- Partner with the Lead OT and Lead BCBA to strengthen interdisciplinary collaboration across Speech, OT, and ABA.
- Collaborate directly with OT and ABA providers on shared clients so that care is coordinated around the whole child.
- Contribute to quality improvement initiatives and to the development of clinical standards, workflows, and documentation templates.
- Provide input into the design, equipping, and use of Speech-related spaces and materials within the clinic.
- Help maintain alignment with evidence-based practice standards and regulatory requirements.

Safety & Clinic Operations

- Serve as On-Site Lead when designated under the Escalation & Crisis Response Framework. Designation is based on demonstrated skill in supporting children through escalation and staying regulated during a crisis, not on title alone. The On-Site Lead makes the continue-or-end decision at RED, ensures documentation and debriefs occur, and checks on involved staff the same day.
- Serve as Anchor Clinician during escalations within own sessions, and as Support Responder when asked.

- Facilitate debriefs within 24 hours of any RED event, and participate in Team Lead plan reviews triggered by a RED event or by repeated ORANGE events.
- Follow and reinforce clinic safety, confidentiality, and HIPAA expectations, and report injuries, incidents, and near-misses per the Incident Report Guidelines.

Professional Engagement

- Attend and actively contribute to staff meetings, leadership meetings, and interdisciplinary case discussions as scheduled.
- Maintain ASHA certification and State of Alaska licensure in good standing, including all continuing education requirements.
- Remain current in evidence-based practice and regulatory updates, pursue continuing education aligned with clinic priorities, and share that learning with the department.
- Complete all trainings and certifications required by the clinic.

How Success Is Measured

These are the indicators used in onboarding check-ins, supervision, and performance conversations for this position.

- Caseload outcomes show measurable progress, with treatment plans adjusted when the data indicates a change is needed.
- Documentation is complete, on time, and defensible as skilled service, both the Lead's own and the department's.
- Supervision of SLPAs and Clinical Fellows meets ASHA and Alaska requirements, with records current and complete.
- New Speech Department clinicians reach independent practice within the expected onboarding timeline, and clinicians describe the Lead SLP as accessible and useful when they are stuck.
- Interdisciplinary coordination on shared clients is active rather than nominal, and concerns are raised with the Clinical Director early rather than escalating unaddressed.

Required Qualifications

- Master's degree in Speech-Language Pathology from an accredited program.
- Current ASHA Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP), and practice in accordance with the ASHA Code of Ethics.
- Current State of Alaska Speech-Language Pathologist license, or license eligibility with licensure obtained before providing direct service.
- Minimum of three (3) years of experience practicing as a Speech-Language Pathologist with a pediatric population.
- Eligible to supervise Speech-Language Pathology Assistants and Clinical Fellows under ASHA and State of Alaska requirements.
- Working knowledge of intervention planning for functional communication, including augmentative and alternative communication (AAC).
- Willingness to collaborate with ABA providers and to support children with significant behavioral support needs.
- Ability to meet clinic documentation, report writing, and productivity expectations, and to respond promptly to phone, message, and email during the workday.
- Competence with office productivity software and an electronic medical record.
- Successful completion of a background check and credential verification, as a condition of employment.

Preferred Qualifications

- Seven (7) or more years of pediatric experience.
- Prior leadership or supervisory experience in a clinical setting.
- Prior experience supervising Speech-Language Pathology Assistants or mentoring Clinical Fellows.
- Experience in an interdisciplinary clinic working alongside Occupational Therapy and ABA.
- Experience developing clinical programs, practice standards, or staff training.
- Experience with AAC evaluation and implementation.

Physical Requirements & Work Environment

- Frequent standing, walking, bending, squatting, kneeling, reaching, and sitting on the floor throughout the workday.
- Lifting, carrying, and moving items weighing up to 50 pounds, including therapy materials and equipment. A team lift or mechanical assistance is expected for anything heavier, awkward, or unsafe to move alone.
- Occasional physical support of a child during transfers or positioning, consistent with clinic safety standards.
- Near vision and hearing acuity sufficient to observe and interpret subtle communication attempts including gestures, vocalizations, and device use, and extended periods of speaking and vocal use across a full treatment day.
- Work in an active pediatric clinic with variable noise levels, including crying, loud play, and periods of child distress.
- Possible exposure to bodily fluids, including saliva, mucus, vomit, and toileting accidents.
- Possible unintentional physical contact from a dysregulated child, such as bumping, grabbing, or being struck. Consistent with the clinic's staff safety standards, no employee is expected to absorb injury or to physically block aggression.
- Extended computer use for documentation, report writing, and care coordination.
- Reasonable accommodations will be considered for qualified individuals with disabilities.

Employment Details

Employment Classification	Full-Time. Regularly scheduled 40 hours per week, as defined in the Employee Handbook.
FLSA Status	Non-Exempt. Paid hourly and eligible for overtime in accordance with applicable law.
Direct Service Expectation	Average of eight to ten treatment sessions per day. Remaining scheduled time is protected for supervision, mentorship, documentation review, and department leadership.
Rate of Pay	Stated in the employee's offer letter.
Licensure & Certification	Maintaining an active ASHA CCC-SLP and an active State of Alaska Speech-Language Pathologist license in good standing is a condition of employment. Lapse in either must be reported to the Clinical Director immediately.
Introductory Period	The first ninety (90) days of employment. The Clinical Director conducts check-ins at 30, 60, and 90 days and completes the introductory period review. Introductory period end date: [TBD]
Benefits Eligibility	Paid Time Off and paid holidays following successful completion of the introductory period, as described in the Employee Handbook. The clinic does not currently offer health, dental, vision, life insurance, or retirement benefits.
Paid Time Off	Accrues in accordance with the Employee Handbook. Accrual and eligibility are based on employment classification and length of service.
Employment Status	At-will, as described in the Employee Handbook. Nothing in this document creates an employment contract or guarantees continued employment.

Our Mission & Company Pillars

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

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