Speech & Language Pathologist

Program: Pediatric Therapy

Hourly/Salary: $46 - $48 Per Hour

Reports To: VP Of Pediatrics

Effective Day: 11/3/2026

ABOUT STRIVE NORTHWEST

Strive Northwest is a nonprofit that has been serving some of Clark County's most vulnerable populations since 1963. Our programs serve children and adults with disabilities, low-income children, adults, families, and the general public.

CORE VALUES

We're all in

We show up, work hard, and take personal responsibility in everything we do. We have the courage to say and do the difficult things. All while staying true to our word and kind to ourselves.

We go beyond

We're passionate about posing boundaries and respectfully challenging assumptions. We're flexible and willing to take risks. Together we'll do more than anyone though possible.

We build community

We embrace our differences and welcome one and all in a safe, trusting place. We're inclusive in our relationships. We build connections that make our community stronger.

MISSION

We deliver innovative programs that give opportunities for children and adults in our community to become more self-reliant through therapeutic, educational, and employment services.

LEADERSHIP PHILOSOPHY

Leaders at Strive Northwest inspire enthusiasm and accountability that drive our mission. Leaders build engagement and communicate honestly and openly. By rallying everyone around our shared vision, Leaders model and expect the best from individuals and teams.

AAP/EEO STATEMENT

Strive Northwest provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Strive NORTHWEST

Speech/Language Pathologist

SUMMARY

To implement a structured speech/language program to meet the developmental to meet the developmental needs of children birth – 21 in Early Intervention and Outpatient Services.

SUPERVISORY RESPONSIBILITY

Possible Supervision of SLP student, intern, or Clinical Fellow.

COMPETENCIES

- Strong Communicator
- Client- and Family-Centered
- Professionalism and demonstrated knowledge of ethical conduct
- Strong Problem Solving and Analysis
- Demonstrate knowledge of child development and best practices in speech-language pathology.
- Demonstrate principles and techniques for establishing an effective client–clinician relationship.
- Understand assessment tools and techniques specific to the pediatric population.

ESSENTIAL FUNCTIONS

- Provide direct speech therapy services to clients as recommended and prescribed.
- Help families implement recommendations from child's physician and/or seek additional resources as needed.
- Perform speech and language evaluations for children birth – 21 years of age.
- Collect ongoing data through therapy sessions and adjust treatment plans as needed.
- Support parent's participation in therapy programs developed for their child through home-based extension programs and coordination with outside providers as needed.
- Assisting families with obtaining referrals to specialists as needed for ongoing care of their child (e.g. Audiologist, ENT, Neurologist, etc.)
- Consult and plan treatment with onsite multi-disciplinary team (OT, PT, EIS) to ensure best practice in therapy delivery.
- Complete daily treatment notes and all evaluation reports in a timely and professional manner.
- Attend continuing education/workshops to enhance professional skills and maintain licensure and certification.
- Implement telehealth therapy services when appropriate.
- Utilize technology as an effective communication, planning and instructional tool.
- Attend and participate in organizational meetings and trainings as requested.
- Adhere to safe work practices and procedures.

Early Intervention Services

- Provide direct speech therapy to children birth-3 years old in their natural environment (home, daycare etc.)
- Educate and support the family in implementing strategies for successful communication and developmental skills in their activities of daily living
- Perform team-based evaluations and make recommendations based on Early Intervention program requirements for services
- Work with Early Intervention team on ensuring compliance with state/federal programs and tracking progress as required by those programs

WORK ENVIRONMENT

Indoor clinic setting with ambient room temperature; lighting; moderate noise typical of children's activities and communication; equipment traditional of an office or therapy clinic setting. Natural environment setting to include client homes, parks, preschool/daycare settings. Moderate exposure to body fluids and working in the home or clinic environment

POSITION TYPE & EXPECTED HOURS

Non-exempt. Full Time – 32-40 hours per week depending on client caseload.

TRAVEL

Weekly use of personal vehicle for services delivered throughout Clark County, Washington

PHYSICAL DEMANDS

While performing the duties of this job, the employee will frequently be required to stand; walk; bend, sit; use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; talk and hear. During therapy activities, the employee will frequently need to perform activities on or the near the floor so will occasionally be on their knees or in a floor sitting position. The employee must occasionally lift up to 25 pounds and move up to 40 pounds. Specific vision abilities required by the job include, close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

OTHER DUTIES

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for their job. Duties, responsibilities, and activities may change at any time with or without notice.

REQUIRED EDUCATION, CERTIFICATION(S), & EXPERIENCE

- Current Washington State Licensure
- Practicum and/or experience with children with physical disabilities or developmental delays
- Proficient in Microsoft office skills
- Familiarity with EMR (electronic medical records) preferred
- Education and/or experience in early childhood development
- Current first aid and CPR, including infants and young children, or ability to obtain
- Current driver's license with proof of current auto insurance in state of residency
- Vehicle in excellent running condition with all safety restraints in working order
- Proficient in the English language
- Proficient verbal and written skills
- Must pass a criminal history background check
- Speak and write English proficiently
- Must pass a criminal history background check

SIGNATURES:

Manager_____

Date_____

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee_____

Date_____