

Occupational Therapist

Program: Pediatric Therapy

Hourly/Salary: \$49 - \$56 Per Hour

Reports To: VP Of Pediatrics

Effective Day: 10/23/2025

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.



Occupational Therapist



SUMMARY

We are seeking a dedicated Pediatric Occupational Therapist to join our team. This role involves providing therapeutic interventions to children with various developmental, physical, and emotional challenges. The ideal candidate will have a passion for working with children and a strong understanding of pediatric care, including experience in early intervention, outpatient clinics, and schools. You will play a crucial role in enhancing the quality of life for your patients by helping them achieve their individual goals.

SUPERVISORY RESPONSIBILITY

Possible supervision for COTA's as required by organization and the State of Washington.

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 occupational therapy
- Demonstrate principles and techniques for establishing an effective client–clinician relationship.
- Understand assessment tools and techniques specific to the pediatric population.

ESSENTIAL FUNCTIONS

- Provide individualized physical therapy services in early intervention natural environments (home, childcare, community) and outpatient clinic
- Conduct standardized testing and evaluation for children referred to the occupational therapist.
- Use evidence and clinical reasoning to develop functional goals and treatment plans that align with parental priorities for Early Intervention services; and/or that align with parent and physician direction for outpatient therapy.
- Engage children in individualized, age-appropriate, positive-play interactions to provide therapy as outlined by Early Intervention IFSP, physician referral, and/or evaluation outcomes.
- Update short and long-term goals as appropriate.
- Develop materials for implementation of services.
- Provide treatment in specialty areas, where applicable.
- Facilitate parent, care-provider, teacher input and participation; instruct and train about their child's sensory and fine development and therapy program goals for effective carryover into the home and other settings.
- Establish and maintain regular, clear and mutually respectful contact with client families, physician, educator, or key partners regarding child's progress through re-evaluation reports, chart notes, email, and telephone calls.
- Actively coordinator/contribute to the development and implementation of a child's IFSP with the multi-disciplinary team.
- Consult with various internal programs on request.
- Complete and maintain timely, accurate and comprehensive written documentation to ensure accountability and thorough client results including evaluation and assessment summaries, EMR encounter reporting, and client/family contact, for insurance and program requirements.
- Develop letters of justification for equipment.
- Utilize technology as an effective communication, planning and instructional tool.
- Attend and participate in organizational meetings and trainings as requested.
- Actively pursue continuing education/workshops and current trends in OT and early intervention techniques to maintain licensure and certification and advance PTS services.
- Support fellow OT's in training and development in the pediatric therapy department.



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 settings such as family homes, child care or public spaces where therapy may be delivered, including occasional outdoor settings such as parks or backyards.
- Moderate exposure to body fluids while 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

The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Individuals 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; drive vehicle to therapy appointments. During therapy sessions, the employee will frequently need to perform therapy on floor mats so will often be on their knees or in a floor-sitting position. The employee must occasionally lift and or move up to 40 pounds using proper lifting techniques.

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

- Master's Degree or higher or over 2 years pediatric experience
- Licensed occupational therapist in the state of Washington
- Practicum and/or experience with children with physical 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

SIGNATURES:

Manager_____

Date_____

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

Employee_____

Date_____