



## Speech-Language Pathologist (SLP) Job Description

Ridge Zeller Therapy is an SLP-owned, women-led business recognized as a top therapy company in AZ. For over 15 years, Ridge Zeller Therapy has been dedicated to meeting the unique needs of our clients in multiple settings including public and private schools, homes, and our private clinic. We are seeking qualified candidates who are excited to be team members in our growing company of stellar professionals. We offer excellent benefits, competitive salaries, and opportunities for upward mobility and growth.

### Job Description

Provide professional speech-language therapy diagnosis and treatment to individuals in Arizona with a variety of communication impairments including but not limited to articulation, fluency, language, cognitive, or dysphagia in accordance with ASHA, state, federal and Ridge Zeller Therapy rules, regulations and/or guidelines.

### Essential SLP Functions / Duties and Responsibilities:

- Knowledge of delays and disorders including, but not limited to, autism spectrum disorders, Down syndrome, cerebral palsy, developmental delay, intellectual impairment, attention deficit disorder, apraxia, aphasia, dysphasia, etc.
- Demonstrate basic knowledge and understanding of how to diagnose and treat deficit language skills including grammar and syntax, pragmatic and social skills, articulation, voice, feeding/swallowing, fluency and cognitive and executive functioning skills
- Diagnose speech-language therapy evaluations using standardized assessments and/or clinical observations, and interpret results
- Develop treatment plans by identifying need, determining long and short-term goals, and methods to achieve success
- Provide ongoing clinic, home-based or school skilled speech-language therapy services to clients based on their need
- Write and maintain proper documentation of initial evaluation, treatment, progress, and discharge of clients in timely fashion as required by Ridge Zeller Therapy (**home-based only**)
- Write MET, IEP and PWN paperwork in compliance with state, federal, and school district requirements (**school-based only**)
- Schedule and conduct meetings to discuss evaluation results and develop/review IEPs in accordance with state and district timeline procedures

- Supervise Speech-Language Pathology Assistant (SLPA) providing speech-language therapy services to patients, including treatment, program planning and implementation
- Work in accordance with applicable principles and practices of speech-language therapy, ASHA, Ridge Zeller Therapy policies/procedures, and Arizona/federal regulations/guidelines
- Manage time effectively to meet treatment minutes and complete paperwork within the required timelines
- Demonstrate a team-oriented approach
- Exhibit professional and friendly interaction with clients, families, visitors, and colleagues
- Communicate with staff, families, and co-workers
- Conduct yourself in a professional, kind manner with clients and families
- Collaborate and be flexible when working with co-workers
- Represent Ridge Zeller Therapy in the highest professional manner whenever acting on behalf of Ridge Zeller Therapy
- Maintain client confidentiality at all times
- Perform other duties as assigned

### **SLP Competencies:**

- Communication proficiency
- Decision making
- Initiative
- Personal effectiveness/credibility
- Stress management/composure
- Time management
- Critical evaluation, treatment and consultation competencies
- Work independently with little supervision
- Work effectively in both quiet and noisy environments
- Ability to navigate school, home or clinic environments
- Work within client's home, school and/or clinic settings
- Work independently utilizing problem-solving and critical-thinking skills
- Ability to skillfully analyze and assess work situations
- Friendly, courteous, and professional attitude

### **SLP Qualifications / Expertise / Requirements:**

- Master's degree in speech-language pathology
- ASHA Certificate of Clinical Competence or in clinical fellow year
- AZ Department of Health license
- AZ Department of Education certificate (for school positions)
- AZ fingerprint clearance card
- Current CPR certification
- Article 9 certificate (for DDD clients)
- Valid AZ driver's license (for home-based clients)
- Have reliable transportation for school, home and natural setting appointments
- Basic software skills in MS Word, Outlook and Excel
- Maintain CEUs

- Use a shared work space with co-workers
- Basic computer operation for email, writing reports, scheduling

### **SLP Supervisory Requirements:**

- Direct SLPA in providing speech-language therapy services
- Submit monthly SLP/SLPA supervision logs if supervising an SLPA

### **Work Environments:**

- This job operates in a professional school, medical, and/or office environment
- This role routinely uses standard office equipment

### **Physical Demands:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to see, talk or hear. The employee is frequently required to sit, bend, type, walk to obtain students, lift light objects, and drive to and from schools, clinics and homes.

### **Ridge Zeller Therapy provided the following inclusive hiring information:**

We are an equal opportunity employer and consider all qualified applicants equally without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran status, or disability status.

- Women-led organization
- Inclusive of minority and disadvantaged groups
- LGBTQ+ friendly workplace
- Age-inclusive

+++ Affirmative action plan/equal employer opportunity (AAP/EEO) statement outlining federal contractor requirements and practices and/or equal employer opportunity statement. This speech-language pathologist job opportunity in Arizona is nonexempt under the Fair Labor Standards Act (FLSA).