

Northern Light Home Care and Hospice

Department: Home Health " South Portland

Position is located: Northern Light Home Care and Hospice So Portland

Work Type: Part Time Eligible

Hours: 24 hr/wk

Work Schedule: 8:00 AM to 5:00 PM

Summary:

The Speech Language Pathologist is responsible for exercising independent judgment in directing and supervising the provision of speech language pathology services to a designated group of clients in their homes, with accountability if such care is not rendered correctly or appropriately by those whom he/she directs and supervises. The Speech Language Pathologist assesses, plans, implements, evaluates and exercises independent judgment in coordinating the home care course of treatment and assigning significant overall duties to subordinate personnel. The Speech Language Pathologist confers and collaborates with physicians in implementation of the home care treatment plan. The Speech Language Pathologist collaborates with, and responsibly directs and supervises Home Health Aides. Performance reflects the mission and values of Home Care & Hospice.

Responsibilities:

Clinical Practice- Collaborates with members of the healthcare team to provide integrative care for all clients through assessment, care plan development, and evaluation of client outcomes as supported by completed documentation.

• Initiates a systematic, accurate and ongoing comprehensive assessment of needs of the client, family, and/or significant other.

• Demonstrates competency in the fundamentals of case management.

• Demonstrates competency in OASIS assessments.

• Develops and implement a POC based on identified needs and Agency protocol.

• Receives timely authorization for any deviation from Agency protocols prior to initiating POC.

• Initiates actions directed toward achieving expected outcomes.

• Collaborates with others to evaluate and modify the POC based on client outcomes.

• Exercises independent judgment in supervising and directing client care provided by other members of the client care team, with accountability if such care is not rendered accurately or appropriately.

• Adheres to discipline specific clinical practice standards.

• Acknowledges the value of and participates in the interdisciplinary team meetings and utilizes services according to standards of care.

• Provides service and produces work at or above expected levels of quality and consistent

with agency defined quantitative standards.

• Documents accurately, completely and in accordance with Agency policy.

• Demonstrates knowledge, skills, and abilities necessary to provide care to the age groups served.

Performs additional duties as required or assigned.

Other information:

Current license to drive in the state of Maine, with reliable transportation and agency required auto liability insurance. Must be able to travel within assigned region, or statewide, depending on the position.

Competencies and skills:

Essential:

- Behaves with Integrity and Builds Trust: Acts consistently in line with the core values, commitments and rules of conduct. Leads by example and tells the truth. Does what they say they will, when and how they say they will, or communicates an alternate plan.
- Cultivates Respect: Treats others fairly, embraces and values differences, and contributes to a culture of diversity, inclusion, empowerment and cooperation.
- Demonstrates Adaptability: Learns quickly when facing a new problem or unfamiliar task; is flexible in their approach with changing priorities and ambiguity. Manages change effectively and does not give up during adversity. Capable of changing one's behavioral style and/or views in order to attain a goal. Absorbs new information readily and puts it into practice effectively.
- Demonstrates Emotional Intelligence: Exhibits a high level of self-awareness, self-management, other awareness and relationship management. Conducts themselves in an empathic, appropriate way, with a sense of humor and stimulates a collaborative work environment. Is respectful of the attitudes, feelings, or circumstances of others and aware of the influence of their own behavior on them. Is aware of relevant social, political, system, and professional trends and developments and uses this information for the organization's benefit.
- Develops Self and Others: Takes responsibility for engaging in professional self-development activities and programs. Strives to gain insight into their own values, strengths and weaknesses, interests and ambitions and takes action in order to enhance competencies and skills when possible. As a leader, encourages and guides employees towards growth opportunities to enhance performance and help them reach goals. Reviews and analyzes employees' strengths and weaknesses to distinguish their talents and development needs, and to ensure they are enhanced appropriately.
- Effectively Communicates: Listens, speaks and writes appropriately, using clear language. Communication methods are fitting to the message(s), audience, and situation and follow-ups are regular and timely. Shows that important (non-) verbal information is absorbed and understood and asks further questions to clarify when necessary. Expresses ideas and views clearly to others and has ability to adjust use of language to the audience's level.
- Fosters Accountability: Creates and participates in a work environment where people hold

themselves and others accountable for processes, results and behaviors. Takes appropriate ownership not only of successes but also mistakes and works to correct them in a timely manner. Demonstrates understanding that we all work as a team and the quality and timeliness of work impacts everyone involved.

- Practices Compassion: Exhibits genuine care for people and is available and ready to help; displays a deep awareness of and strong willingness to relieve the suffering of others.
- Provides Patient-Centered Care: Demonstrates understanding of patient care quality and service as organizational priority. Proactively supports change to improve patient experience and results. Exhibits the ability and willingness to find out what the patient wants and needs and to act accordingly, taking the organizational and outside resources into account. Cooperates, collaborates, communicates, and integrates care within and between teams to ensure that care is continuous and reliable.

Credentials:

Essential:

- Maine Speech Pathologist license or eligible to obtain

Working conditions:

Essential:

- Potential exposure to abusive and/or aggressive people.
- Potential exposure to diseases or infections.
- Need to drive to perform responsible duties.
- Potential exposure to hazardous materials.
- Potential exposure to noise levels being uncomfortable.
- Potential exposure to noxious odors.
- Potential exposure to very hot or cold temperatures.
- Lifting, moving and loading 20 to 30 pounds.
- Continuous sitting.
- Alternate shift schedules (day, evening, nights, weekends).
- Continuous standing.
- Continuous walking.