

CENTRAL MONTANA MEDICAL CENTER  
**POSITION DESCRIPTION**

Position Title	SPEECH LANGUAGE PATHOLOGIST	Grade	
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Department	Rehabilitation Services	Exempt	
Immediate Supervisor	Rehabilitation Services Coordinator	Non-exempt	<b>X</b>
Supervisor next in line	Director of Rehabilitation Services	Workweek	<b>40</b>

**POSITION SUMMARY**

Evaluates patients regarding the application of a wide variety of therapeutic techniques for rehabilitation of speech, language, hearing, and oral motor disorders.

**Continued employment and raises in this position are dependent upon Central Montana Medical Center's fiscal viability and:**

- Actions and communications that contribute to a team concept and create a **positive** environment for **all** customers
- Acceptable performance of essential and all job duties
- Acceptable attendance record
- Accountability for safety to self, patients, visitors and all customers, and care of equipment and building
- Adherence to departmental and facility policies and procedures, education requirements, compliance monitoring and reporting, and CMMC Code of Conduct
- Accountability for the consequences of own actions
- Physical and emotional ability to perform essential functions
- Acceptable background investigation results if required for position

**Minimum Education, Experience, Licensure, Certification required:**

- Master's Degree in Speech-Language Pathology
- State & National license & certification required
- Valid driver's license
- CPR certification

**ESSENTIAL FUNCTIONS/DUTIES:**

(Must be able to perform with or without accommodation)

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|----|--|
| 1  | Maintains established departmental policies and procedures, objectives, quality assurance program, safety, environmental and infection control standards.  |
| 2  | Examines, tests, diagnoses and administers remedial treatments for patients with speech language, swallowing disorders.  |
| 3  | Performs evaluations with special attention to receptive and expressive language skills, speech fluency, vocal and oral motor competence, articulation and auditory skills, and swallowing function. |
| 4  | Develops appointment schedules to have the maximum feasible therapeutic impact on the patient.   |
| 5  | Maintains active and support communication with the patient regarding progress, problems, home programs and other issues related to the therapeutic process.   |
| 6  | Maintains inventory of supplies and equipment.   |
| 7  | Attends patient care staffing, conferences and other related meetings.   |
| 8  | Performs internal and external public education functions which may include periodic in-service presentations.   |
| 9  | Maintains established department policies, procedures, objectives, and quality assurance, safety.  |
| 10 | Participates in educational programs and in-service meetings.  |
| 11 | Attends meetings as required.  |

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12 Performs other related duties as assigned or requested.

**Knowledge, Skills, Abilities:**

**Knowledge** to be able to treat a wide variety of patients in an in-patient, out-patient, nursing home, home health setting, school system setting.

**Ability** to adapt to fluctuations in work loads.

**Ability** communicate and work effectively with patients, co-workers, visitors, families, physicians and the general public

**OCCUPATIONAL EXPOSURE** for this position:

	Category I	Direct contact with blood or other bodily fluid to which universal precautions apply
<b>X</b>	Category II	Activity performed without blood/bodily fluids exposure, but exposure may occur in emergency
	Category III	Task/activity does not ordinarily entail predictable exposure to blood/bodily fluids

**OTHER EXPOSURE** for this position:

	<b>Radiation</b>	
	<b>Noise</b>	
	<b>Other (Specify)</b>	

**PHYSICAL DEMANDS:**

(Essential functions strength rating for position - see Job Analysis)

	<b>Sedentary</b>	Exert up to 10# occasionally or negligible force frequently
<b>X</b>	<b>Light</b>	Exert up to 20# occasionally, < 10# frequently or negligible force constantly
	<b>Medium</b>	Exert up to 50# occasionally, up to 25# or up to 10# constantly
	<b>Heavy</b>	Exert up to 100# occasionally, up to 50# frequently or up to 20# constantly
	<b>Very Heavy</b>	Exert > 100# occasionally, > 50# frequently or > 20# constantly

**I HAVE READ AND UNDERSTAND THIS POSITION/JOB DESCRIPTION, AND HAVE BEEN PROVIDED THE OPPORTUNITY TO ASK QUESTIONS AND RECEIVE APPROPRIATE ANSWERS. I ALSO UNDERSTAND THAT REASSESSMENT OF ABILITIES TO MEET POSITION REQUIREMENTS MAY BE PERIODICALLY REEVALUATED.**

Employee's Signature	Supervisor's Signature	Date