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**Speech Language Pathologist – GiGi’s Playhouse McHenry County**

Founded in 2003, GiGi’s Playhouse Inc.’s mission is to increase positive awareness of Down syndrome through national campaigns, educational programs, and by empowering individuals with Down syndrome, their families and the community.  All Programs are free and are therapeutic in nature. Each program is designed to work on specific skill development, including speech and language, socialization and fine and gross motor skills. GiGi’s Playhouse currently has over 30 locations across North America and growing by several locations annually.

**Job Description**

The Speech Language Pathologist is a goal-oriented individual who is responsible for the implementation and delivery of the one-on-one Amina Grace Speech & Language Program at GiGi’s Playhouse McHenry County, serving a case load of individuals with Down syndrome through weekly 60-minute therapy lessons. The Speech Language Pathologist works to prevent, assess, diagnose, and treat speech, language, social communication and cognitive-communication disorders in children and adult participants. In addition, this individual is responsible for establishing and measuring participant growth across a range of speech and language goals and objectives.

**Reports To**: Board of Managers / Site Director of GiGi’s Playhouse McHenry County.

**Responsibilities**

* Program Delivery
	+ Identify the speech and communication difficulty or disorder through a variety of standardized formal and informal assessment protocols.
	+ Devise and deliver a suitable treatment program, including monitoring and evaluating participant’s progress.
	+ Provide support, resources and training to participants and caregivers for a variety of topics, including implementing a treatment plan at home, behavior management, problem-solving and providing programming in accordance with the GiGi’s Playhouse program model.
* Track Metrics
	+ Write confidential participant progress notes and reports, as well as information for participants, families/caregivers and other professionals.
	+ Clearly track metrics for participant progress so they may be aggregated to demonstrate program impact for grantors.
* Program Marketing and Demonstration of Impact
	+ Build a library of high quality photos for the local Speech & Language program.
	+ Collect and share stories from participants and parents to demonstrate subjective impact of the program.
* Collaboration with National Office
	+ Attend monthly Speech & Language Program meetings to share successes, challenges and program feedback in order to continually improve the effectiveness of program resources, trainings and other tools.
* Local Collaboration:
	+ Act as a resource for the local Program Coordinator and other speech and language group program leaders and volunteers regarding ways to incorporate speech and communication activities into other Playhouse programs.

**Competencies**

* Inspirational Leadership - Exhibits confidence in others; Inspires and motivates others to perform well; Effectively influences actions and opinions of others; Inspires respect and trust; Accepts feedback from others; Displays passion and optimism; Mobilizes others to fulfill the vision.
* Planning/Organizing: Prioritizes and plans work activities; Uses time efficiently; Plans for additional resources; Sets goals and objectives; Organizes or schedules other people and their tasks; Develops realistic action plans.
* Customer Service - Manages difficult or emotional customer situations; Responds promptly to customer needs; Solicits customer feedback to improve service; Responds to requests for service and assistance; Meets commitments.
* Problem Solving - identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; ability to be creative, open minded and flexible; works well in group problem solving situations; uses reason even when dealing with emotional topics.
* Written and Oral Communication: Ability to express ideas and thoughts verbally; expresses ideas and thoughts in written form; exhibits good listening and comprehension; keeps others adequately informed; selects and uses appropriate communication methods.
* Professionalism:Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.
* Adaptability: Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.
* Quality: Demonstrates accuracy and thoroughness; looks for ways to improve and promote quality; applies feedback to improve performance; monitors own work to ensure quality.

**Qualifications**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

* Education and/or Experience: Master’s degree in Speech Language Pathology required and at least 2 years’ experience working as a speech language pathologist.
* Certificates, License, Registrations: Valid state license in field for the position, Certificate of Clinical Competence through the American Speech-Language-Hearing Association (ASHA) required, certificate proof of professional liability (if contract).
* Language Skills: Ability to read, analyze, and interpret common scientific and technical journals, financial reports, and legal documents. Ability to respond to common inquiries or complaints from customers, regulatory agencies, or members of the business community. Ability to write speeches and articles for publication that conform to prescribed style and format. Ability to effectively present information to top management, public groups, and/or boards of directors.
* Mathematical Skills: Ability to add, subtract, two digit numbers and to multiply and divide with 10’s and 100’s. Ability to perform these operations using units of American money and weight measurement, volume and distance.
* Computer Skills: To perform this job successfully, an individual should have knowledge of Microsoft Office (Word, Excel, PowerPoint and Outlook).
* Physical Demands: The physical demands described here are representative of those that must be met by an individual to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the individual is regularly required to sit and talk or hear. The individual is frequently required to use hands to finger, handle, or feel and reach with hands and arms. The individual is occasionally required to stand; walk and stoop, kneel, crouch, or crawl. The individual must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include ability to adjust focus.
* Work Environment: The work environment characteristics described here are representative of those an individual typically encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate.
* Work Schedule: The ability to work evenings and/or weekends will likely be necessary to meet the clients’ scheduling needs.
* As representatives of GiGi’s Playhouse, it is essential all employees and contractors display a pleasant and professional personal presence, most importantly an exceptional disposition to interact directly with individuals with Down syndrome and their families.

**GiGi’s Playhouse Core Values**: GiGi’s challenges all staff and volunteers to embody the following core values:

* Enthusiasm: Bringing positive, high energy to our work.
* Best of All: Always looking to improve in all that we do. Challenge yourself every day.
* Get It Done: Making things happen and blasting through barriers when needed; figure it out.
* Believe: Believe in ourselves, believe in our mission, believe we can achieve all that we set out to achieve.
* Locally Concerned, Enterprise Minded: Bringing our Best of All to our local playhouse while being mindful of how our work affects the broader GiGi’s network.

Please submit resume to:

Jean Boyle, Site Director

GiGi’s Playhouse McHenry County

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