



VICTORIA NATIVE FRIENDSHIP CENTRE

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Indigenous Speech & Language Pathologist

Job Description for:	Indigenous Speech & Language Pathologist			
Job Category:	<input checked="" type="checkbox"/> Frontline	<input type="checkbox"/> Team Lead	<input type="checkbox"/> Manager	<input type="checkbox"/> Director
Department:	Early Childhood Supports			
Program/Team:	ISLP Team			
Reports To:	Director of Early Childhood Supports			
Date of latest draft:	Aug 23, 2023			

Job Summary

Working as a part of the ISLP team and reporting directly to the Early Childhood Supports Department Director, the Indigenous Speech & Language Pathologist (ISLP) works collaboratively to support children and families from a family centred and strengths-based approach. The ISLP provides intervention and follow-up for Indigenous preschool clients with communication and related disorders, at various communities and sites within Greater Victoria, and in accordance with Speech-Language Pathology standards.

Roles and Responsibilities

As an ISLP, job duties include the following:

- Maintain and support a caseload of Indigenous children and their families, caregivers, community programs, and childcare settings.
- Build trusting relationships with families and communities (e.g., attend drop-in groups and community events).
- Provide culturally appropriate screening, assessment, diagnosis, and intervention for clients with communication and related disorders in accordance with Speech-Language Pathology standards as needed within a hub-model using a cultural framework.
- Maintain client records, including obtaining and entering client demographics, histories, and charts, in accordance with department policies and procedures, as well as professional practice standards; maintain and report monthly statistical data.
- Assist families in the coordination of services and referrals for additional services as required.
- Provide and/or facilitate culturally appropriate workshops for childcare providers, community setting staff, and families in topics such as: language and traditional activities, inclusion, culture, family-centred practice, and other identified areas of need or interest regarding speech and language.

“VNFC respectfully acknowledges the territory of the Ləkʷəŋən People, known today as the Songhees & Xwsepsum on whose land we live, work, learn and prosper.”

Logo Created and Donated by Leslie McGarry

As a member of the VNFC Team, job duties include the following:

- Maintain confidentiality.
- Document and report activity in alignment with VNFC practices and supports internal and external reporting as required.
- Attend relevant professional training and meetings when directed.
- Participate in staff development, staff meetings and department meetings as required.
- Participate in data collection and evaluation tasks as requested.

Knowledge and Skills

Familiarity and experience in Indigenous Communities

- Knowledge of Indigenous culture and practices; in particular those of the current individual filling this role, or those communities previously served by this person, and some knowledge of the practice and beliefs of the Coast Salish, Nuuchah-nulth, and Kwakwaka'wakw first peoples.
- In depth knowledge of the experience of Indigenous peoples in Canada including the ongoing processes of colonization, discrimination, and structural violence, and the effects on the health and wellbeing of Indigenous communities; understanding of the wellness and healing capacities of Indigenous cultural resiliency and resurgence.
- Knowledge and practice of providing community-based services to Indigenous peoples using philosophies of cultural humility and cultural safety.

Communication Skills and Abilities

- Excellent interpersonal communication skills with the ability to successfully develop and maintain relationships with diverse internal and external stakeholders.
- Excellent written communication skills with the ability to independently write reports, presentations, electronic correspondence, and other forms of professional communication.
- Ability to effectively present information and respond to questions from clients and the general public.
- Ability to read, process and integrate findings into practice from a range of resources including peer-reviewed literature and governmental reports.
- Proficiency in Microsoft Office 365 including Word, Excel, and Outlook a requirement.

Leadership Skills and Abilities

- Ability to work independently, be reliable and self-motivated, and be part of an integrated community team and in partnership with a variety of agencies and resources.
- Ability to multi-task while remaining composed and maintaining a professional attitude in high stress situations.
- Ability to relate well with families, co-workers and other professionals.

Program Abilities and Knowledge

- Ability to practice using philosophies of cultural safety and humility, harm reduction, and trauma informed care.
- Knowledge and ability to work ethically and maintain professional boundaries when working with vulnerable clients.

- Knowledge of family centred practice, child development, early intervention, family support, inclusive childcare and community-based services.
- Ability to maintain professional standards and maintain confidentiality with respect to families served.
- Skilled in observation and assessment; clinical competence congruent with service area-specific needs.

Qualifications

Education

- Master's Degree from an accredited school of Speech-Language Pathology
- Recognized course(s) related to position, particularly any focused on cultural safety and humility; or equivalent lived and/or professional experience

Work Experience

- Preference for past experience working in an Indigenous serving organization or community setting.

Licenses and/or Certificates

- Current registration with the College of Speech and Hearing Health Professionals of British Columbia (CSHBC)
- Current Vulnerable Sector Criminal Record Check
- Valid BC Driver's license
- Clean Driver's record
- First Aid certification