



Internal & External Posting

November 13, 2023

KidsAbility empowers children and youth with special needs to realize their full potential.

1.0 FTE Contract Speech-Language Pathologist Clinical Manager
Supporting the Early Years Program
Commencing: ASAP – January 31, 2025
Assigned Sites: Multiple

KidsAbility is an equal opportunity employer that is dedicated to over 60 years of proven community outreach and servicing of families across the Waterloo and Guelph Wellington Regions. With core values such as collaboration, respect, accountability, integrity, and inclusion, KidsAbility offers employees:

- Access to Employee Assistance Programs
- Organizational transparency on missions, visions, and future development
- Social Events and opportunities to give back to your community
- A supportive and caring work environment with a strong focus on client service and supporting staff to meet our mission critical work

Responsibilities:

You will provide input and assistance in all phases of service delivery including quality outcomes, and staff and client satisfaction. The scope of leadership is at the clinical level. Your primary duties will be:

- Recruiting, training, orientation, and supervision of assigned staff including staff scheduling, and health and safety
- Provide staff supervision in a manner that creates opportunities for engagement and skill development
- Developing a high performing team
- Performance management of staff through caseload review and chart audits
- Promote and foster accountability in day-to-day operations including service standards
- Ensures client service delivery meets KidsAbility's strategic goals, objectives, and service standards
- Participates in internal and external meetings, projects, and committees
- Fosters positive working relationships in line with KidsAbility values with staff, peers, clients, families, volunteers, and community

Qualifications:

- Master's degree of Speech-Language Pathology and registration with the College of Audiologists and Speech-Language Pathologists of Ontario (CASLPO)
- Clinical or management experience in a paediatric rehabilitation setting an asset
- A minimum of five (5) years of experience delivering quality programs at KidsAbility or similar type of setting
- Ability to integrate the Life Needs Model and sound clinical theory and practice into the program
- Ability to develop and lead teams; coordinate and schedule staff and program resources to needs and targets
- Strategic planning skills; demonstrated customer service skills; solution focused coaching skills; and strong interpersonal and communication skills
- Computer proficient with strong communication and time management skills
- Travel is required; you must have a valid driver's license and access to a reliable vehicle with public liability/property damage coverage

Join KidsAbility and help make a difference in the lives of children and youth while achieving personal and professional growth.

We invite applications from those interested in this position to submit a letter of interest and resume to Human Resources by emailing recruitment@kidsability.ca by end of day November 22, 2023.



Equity, Diversity, and Inclusion are the core values at KidsAbility. We are a diverse workforce with wide perspectives and creative ideas that benefit our clients and the community. It is the policy of KidsAbility to ensure equal employment opportunity without discrimination or harassment. We welcome applications from visible minority groups, women, Aboriginal people, persons with disabilities, religion, age, sex, sexual orientation, gender identity or expression, marital or domestic/civil partnership status, genetic information or any other ground protected by applicable law.

KidsAbility strives to create an accessible and inclusive application and selection process and is committed to working with and providing reasonable accommodations to job applicants who may require provisions to participate in the selection process. Should any applicant require accommodations please contact Human Resources in advance for assistance at recruitment@kidsability.ca.

Please note that all prospective KidsAbility employees are subject to mandatory immunization requirements, including the full and ongoing COVID-19 vaccination, as a condition of obtaining and maintaining employment. We will make accommodations as directed by the Ministry of Children, Community and Social Services and the Chief Medical Officer of Health.

To learn more about us, visit: <https://www.kidsability.ca>

To stay up-to-date, follow us on social media:

Facebook: <https://www.facebook.com/KidsAbility/>

Twitter: <https://twitter.com/KidsAbility>

Instagram: <https://www.instagram.com/kidsability.ca/>

LinkedIn: <https://www.linkedin.com/company/kidsability/mycompany/>

YouTube: <https://www.youtube.com/c/KidsAbilityCentreforChildDevelopment>