



**Job Code:** 1476

**Grade:** 22

**HCWR:** N

**Job Title**

Speech-Language Pathology Associate Manager

**Department**

Rehabilitation Services

This position is exempt from Career Service under the CCH Personnel Rules.

**Job Summary**

Under direction, the Speech-Language Pathology Associate Manager is responsible for providing support for the clinical coordination of Speech-Language Pathology Services. This position will provide direct patient care and assist in the oversight and management of daily operations, across all Rehab Services locations within CCH. This position works in collaboration with the other members of the department's management team. Monitors and ensures service quality, efficiency, and effectiveness.

**General Administrative Responsibilities**

*Collective Bargaining*

- Review applicable Collective Bargaining Agreements and consult with Labor Relations to generate management proposals
- Participate in collective bargaining negotiations, caucus discussions and working meetings

*Discipline*

- Document, recommend and effectuate discipline at all levels
- Work closely with labor relations and/or labor counsel to effectuate and enforce applicable Collective Bargaining Agreements
- Initiate, authorize and complete disciplinary action pursuant to CCH system rules, policies, procedures and provision of applicable collective bargaining agreements

*Supervision*

- Direct and effectuate CCH management policies and practices
- Access and proficiently navigate CCH records system to obtain and review information necessary to execute provisions of applicable collective bargaining agreements



**General Administrative Responsibilities**

*Management*

- Contribute to the management of CCH staff and CCH' systemic development and success
- Discuss and develop CCH system policies and procedures
- Consistently use independent judgment to identify operational staffing issues and needs and perform the following functions as necessary; hire, transfer, suspend, layoff, recall, promote, discharge, assign, direct or discipline employees pursuant to applicable Collective Bargaining Agreements
- Work with Labor Relations to discern past practice when necessary

**Typical Duties**

- Assists the Manager with the overall management of the department by participating in the establishment and monitoring of therapy goals, objectives, policies, procedures, protocols, care standards, quality improvement, and budgeting.
- Demonstrates advanced competency in evaluation and treatment skills on diverse patient populations.
- Maintains an appropriate patient volume and productivity record.
- Responsible for all items regarding patient care in all level SLP positions.
- Acts as a resource for the Occupational Therapy (OT), Physical Therapy (PT), and Speech (SLP) staff regarding patient care management and/or student program.
- Assists the Manager in organizing operations and management of finances, contracts, office supplies, patient-care statistics, associated databases, and record keeping.
- Assists the Manager in developing and maintaining technological operations including departmental internal computer network and system-based systems related to OT/PT/SLP.
- Assists in the purchase, implementation, and operation of new technology to update and streamline documentation.
- Oversees patient billing and related processes.
- Assists in the preparation of the annual operating and capital budget.
- Assists with ordering of supplies based on patient needs.
- Prepares reports and collects statistics to support budget requests.
- Collaborates with Department staff to participate in daily huddles, departmental meetings, assume responsibility for special projects, and assists with long-range planning and goals.
- Participates in various interdisciplinary projects, activities, meetings, and training sessions as the need arises or as circumstances warrant.
- Provides the Manager with data and reports related to issues that affect clinical outcomes and program success.
- Provides training and support on SLP topics for Cook County Health (CCH) employees such as department staff as well as conducts in-service(s) for nursing staff, physicians, and other providers.
- Shares pertinent information with therapists across all service lines to support and promote patient care.
- Responds to program-related inquiries from outside health agencies, patient complaints, and incident reports.



**Typical Duties**

- Evaluates therapy staff training needs of employees with Director, including competencies.
- Mentors all staff as necessary. Advises employees regarding patient care, work objectives, or projects.
- Recommends based on statistical reports and patient needs the number of competent SLP staff to provide patient care.
- Performs other duties as assigned.

**Minimum Qualifications**

- Master's degree or higher in Speech Language Pathology from an accredited college or university
- Current licensure in good standing as an as a Speech-Language Pathologist in the State of Illinois
- Certificate of Clinical Competence (CCC-SLP) from the American Speech, Language & Hearing Association (ASHA)
- Four (4) years of clinical experience working with a range of speech/ language/ swallow disorders with two (2) years of acute clinical experience
- One (1) year of experience supervising or managing Speech Language Pathologists staff and/or students
- Must possess a current Cardiopulmonary Resuscitation (CPR) Certification
- Must be able to travel to work sites throughout Cook County Health
- Must be able to work evenings, weekends, and/or holidays when and as needed

**Preferred Qualifications**

- Prior pediatric experience
- Prior burn experience
- Prior outpatient experience
- Prior neurology experience
- Bilingual

**Knowledge, Skills, Abilities and Other Characteristics**

- Knowledge of educational and research administration
- Knowledge and understanding of the Microsoft applications (Word, Excel, Access, PowerPoint and Outlook)
- Excellent verbal and written communication skills necessary to communicate with all levels of staff and a patient population composed of diverse cultures and age groups.
- Demonstrate analytical and organizational, problem-solving, critical thinking, and conflict management/resolutions skills
- Ability to adhere to department policies and standards utilizing best practices
- Ability to train by presenting concepts and demonstrating tasks
- Strong attention to detail, accuracy and precision



**Physical and Environmental Demands**

This position is functioning within a healthcare environment. The incumbent is responsible for adherence to all hospital and department specific safety requirements. This includes but is not limited to the following policies and procedures: complying with Personal Protective Equipment requirements, hand washing and sanitizing practices, complying with department specific engineering and work practice controls and any other work area safety precautions as specified by hospital wide policy and departmental procedures.

**The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of the personnel so classified.**

**For purposes of the American with Disabilities Act, “Typical Duties” are essential job functions.**