



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Autism Spectrum Disorder Consultant, Speech Language Pathology	
Position Number	Community	Division/Region
48-15543	Yellowknife	Operations and Allied Health / Stanton Territorial Hospital

PURPOSE OF THE POSITION

The Autism Spectrum Disorder Consultant, Speech Language Pathology, provides expert practice knowledge, leadership, development and mentoring to support Northwest Territories' communities in providing care for individuals with suspected or diagnosed Autism Spectrum Disorder.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services (HSS) in the Northwest Territories (NWT), with the exception of Hay River and Tłı̨chǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-indigenous. HSS includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 HSS staff.

While the Tłı̨chǫ Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

There are four regional rehabilitation teams located in Fort Smith, Hay River, Inuvik and Stanton Territorial Hospital (STH) in Yellowknife. Rehabilitation services consist of audiology, occupational therapy (OT), physiotherapy (PT) and speech language pathology (SLP). All

teams provide PT, OT and SLP services; the STH and Inuvik teams provide audiology services. Each regional team is responsible for delivering services within the community they are located as well as other smaller communities in their catchment areas. The provision of regional services is achieved using various methods of delivery including community travel clinics, Telehealth, telephone, etc. Child Development Teams (CDT) are located within the STH and Inuvik hospitals. Additionally, a Territorial FASD Family and Community Support program is embedded in the STH CDT.

Although based in Yellowknife, the Autism Spectrum Disorder (ASD) Consultant, Speech Language Pathology (SLP), collaborates and consults with regional and community teams to provide family and patient centered care for individuals who have suspected or diagnosed ASD, to all NWT communities. The incumbent will monitor the delivery of the individual's intervention plan and acts as a resource for best practice ASD interventions to families, rehabilitation teams and other service providers.

This position reports to the Manager, Rehabilitation and Indigenous Wellness Services (Manager) at STH and collaborates with the ASD Consultant, OT, the regional rehabilitation teams in Fort Smith, Hay River, Inuvik, and at STH. Additionally, as diagnostic services are provided out of territory, the incumbent works closely with the Alberta Health Services diagnostic and follow up teams.

This incumbent works within the context of an integrated team approach (including regional rehabilitation teams, pediatricians, educational professionals, families and community services providers) to develop strategies that best meets the needs of the child and the family. Through system navigation and case management, this incumbent provides direct support to families. The ASD Consultant, SLP, identifies training needs and provides education to caregivers, community supports and service providers. The incumbent conducts research, analyses and provides recommendations on issues related to the design and delivery of a Territorial model for services of individuals with ASD.

The ASD Consultant, SLP, has the opportunity to develop relationships with the clients of the Rehabilitation Services Department, and is expected to remain calm, controlled and professional in all situations and demonstrate compassionate care to the client, family and other members of the health care team.

This position initiates and fosters essential positive integrated working relationships within the NTHSSA, TCSA, HRHSSA, non-government organizations (NGOs), education districts, school personnel and other stakeholders to assess and deliver the type and level of support required to ensure the delivery of efficient and effective services.

The incumbent is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

RESPONSIBILITIES

1. Provides clinical leadership in the areas of SLP and ASD to regional rehabilitation teams and community services to support the provision of care to individuals with suspected or diagnosed Autism Spectrum Disorder and their families.

- By employing a coaching framework, the incumbent supports and guides the team surrounding the child (family, early intervention, rehab, school, etc.) to provide the best care.
- Advances the capacity in providing ASD assessment and intervention by assisting in the development of essential competencies required for pediatric SLP services.
- Assesses individual therapist clinical competencies in order to identify learning and mentoring needs.
- Provides mentoring and leadership to regional therapists, peers, students and other members of the health care team to foster reflective practice and develop skill levels necessary to achieve the standard of care.
- Provides feedback to staff, regional Rehabilitation Team Leads and the Manager, including contributing to regular performance reviews, to ensure staff performance meets operational requirements and standards of care
- Provides consultation, documentation and professional opinion on ASD supports, appropriate treatment and follow-up of children to rehabilitation professionals, medical specialists, family physicians, community nurses and other health care professionals.
- Models a respectful work environment that ensures effective, efficient and quality service is provided from intake to discharge.
- Disseminates research related to SLP and inter-professional services for ASD.
- Participates in committees, task teams, and research projects as required.

2. Collaborates with the regional team and provides consultation to individuals with ASD and their families requiring Speech Language Pathology using a problem solving approach and in accordance with the standards, guidelines and scope of SLP to facilitate individualized patient care.

- Assesses, prescribes, implements, documents and evaluates care and modifies as necessary to ensure a coordinated, holistic and client centered approach to patient care based on best practices.
- Educates and counsels clients/caregivers on the nature of ASD and supports for implementation of strategies and supports.
- Supports and interacts with families in a way that incorporates their needs, perspective, preference and experience.
- Empowers families in advocating for their child's needs.
- Researches appropriate community support resources and services.
- Assists families with the selection of services that best meet the child's needs and the integration of services into the family's current way of life.
- Educates family/care providers and monitors delivery of therapeutic plan delegated to regional rehabilitation teams, community health care and/or school staff.
- Initiates the development of local community support services as required.

- Educates community supports/services regarding the environmental adaptations to best meet the needs of the child.
- Coordinates and travels to communities for outreach clinics; collaborates with regional rehabilitation teams, community healthcare staff, school staff and other stakeholders to determine schedule, service delivery and ongoing follow-up.
- Coordinates and collaborates with out of territory services (e.g. Glenrose Diagnostic Team).
- Participates in and/or initiates child specific case conferences as required.
- Acts as a patient advocate to provide holistic care, recognizing and respecting client and family beliefs and rights, to achieve their desired outcomes.
- Maintains patient confidentiality within confidentiality guidelines.
- Provides statistical information for program evaluation.

3. Acts as an ASD expert for the NTHSSA and community stakeholders.

- Researches, analyzes, develops and maintains a professional knowledge base of current ASD information and best practices.
- Provides recommendations on issues related to the design and delivery of a Territorial model for services for individuals with ASD in alignment with GNWT frameworks and action plans (ex. Early Childhood Development Framework and Action Plan, Disability Framework, Integrated Service Delivery Model, etc.).
- Communicates best practice ASD information to families and community services providers.
- Provides training and information sessions to the regional rehabilitation teams, health care practitioners, schools and other community stakeholders.
- Researches community groups that may benefit from education/training information on ASD and provides appropriate training.
- Promotes the scope and role of SLP to external agencies.

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

During their day an incumbent may be exposed to illness and accident hazards.

During home visits the incumbent may be exposed to unsanitary conditions, and unpleasant situations.

Sensory Demands

Unlike adults, small children are unable to request assistance when required; the ASD Consultant, SLP, must be constantly aware of patients' cognitive, physical and emotional needs (i.e. levels of stress, nutrition, sleep habits, etc.) while providing care.

Mental Demands

The incumbent will travel to communities approximately 30 days per year.

There is uncertainty in knowing what to expect while at work, especially in uncontrolled settings (i.e. home visits), and concern about risk of verbal or physical assault and unknown and unpredictable situations (i.e. patients or family members under the influence of alcohol).

Within the health care setting there can be significant lack of control over the work pace.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge and clinical expertise in the delivery of evidence-based SLP services specializing in the field of ASD.
- Knowledge of neurobiology, child and adolescent development, behaviours and learning.
- Ability to work effectively with families and professionals in addressing the special needs of children with ASD or other disabilities.
- Skilled in developing and delivering training and/or education for adults.
- Ability to work as a member of a multidisciplinary team and in the provision of professional leadership.
- Interpersonal and written communication skills to support the development and provision of professional training and information for various stakeholders.
- Translation skills, the ability to synthesize, disseminate and apply knowledge.
- Understanding of and commitment to the strategic development and improvement of SLP services for children with ASD in the NWT.
- Skills in communicating and interviewing techniques in both written and verbal forms; listening skills are essential to fulfill the work objectives.
- Ability to facilitate creative problem solving using a situational approach incorporating conceptual, analytical, interpretive, evaluative, intuitive and constructive thinking skills.
- Knowledge of and ability to operate word processing applications (i.e. Microsoft Word) in order to complete training materials and presentations, electronic mail to send and receive correspondence and the internet in order to conduct on-line.
- Ability to educate patients, families and other stakeholders on appropriate programming methods and techniques.
- Ability to develop a network of resources within and outside the organization.
- Knowledge of community resources, policies and procedures of NTHSSA and Department of Health and Social Services and all Acts and Legislation applicable to the program delivery.
- Ability to work independently with a minimum of supervision.
- Ability to be sensitive to geographical and cultural diversity.

Typically, the above qualifications would be attained by:

A Master's Degree in Speech Language pathology and a minimum of five (5) years of work experience in a pediatric setting with individuals who have ASD. Preference will be given to candidates possessing advanced autism training.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Proof of Immunization in keeping with current public health practices is required.

Ability and willingness to travel to remote communities.

Must be registered with either a provincial Speech Language Pathology college or certified by the Canadian Association of Speech Language Pathologists and Audiologists (including successful completion of the certification exam).

Stanton Territorial Hospital has a number of certifications that are required upon hire, depending on the area where the employee works, including but not limited to:

- Aboriginal Cultural Awareness.
- Biohazardous Waste.
- Biosafety & Biosecurity.
- Infection Control.
- Workplace Hazardous Materials Information System (WHMIS).
- Others directly related to the incumbent’s scope of practice.

Position Security

- No criminal records check required
- Position of Trust – criminal records check required
- Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- French required (must identify required level below)
Level required for this Designated Position is:
ORAL EXPRESSION AND COMPREHENSION
Basic (B) Intermediate (I) Advanced (A)
READING COMPREHENSION:
Basic (B) Intermediate (I) Advanced (A)
WRITING SKILLS:
Basic (B) Intermediate (I) Advanced (A)
- French preferred

Indigenous Language:

- Required
- Preferred