

Job Title:	Entry Level Audiologist	FLSA Status:	Exempt
Department:	Audiology	Prepared Date:	April 1, 2021
Reports To:	Director of Audiology	Salary Range:	\$60,000 to \$65,000

Summary:

HSDC is a nonprofit agency that has served Western Washington for over 80 years, with services in ASL interpreting, Audiology, Education, Speech & Language, and Deaf & Hard of Hearing Advocacy Services. HSDC Audiology prides itself on being a close-knit team where all staff support each other to best serve clients across all ages, income levels, and cultures. We also work with community partners to advocate for our clients and their hearing healthcare needs.

Our ideal candidate is a recent graduate from an accredited Audiology program, with varied clinical practicum experience across the entire contemporary scope of audiology practice. This candidate thrives on a holistic approach towards their clients' hearing needs, including communication strategies, self-advocacy, and Hearing Assistive Technologies in addition to traditional amplification options. A successful candidate maintains high professional standards, follows evidence-based practices, is self-motivated, and takes pride in being a part of a great team.

Our team has frequent contact with Deaf staff members and clients. ASL proficiency is required, as demonstrated by a minimum score of 2.0 on the American Sign Language Proficiency Interview (ASLPI), which will be administered by HSDC Interpreting Services as part of the interview process. Audiologists hired are expected to improve their ASL skill to a minimum of a 2.5 on the ASLPI by the end of their first 12 months of employment. New hires at the 2.0 level will have access to regular training and monitoring opportunities to achieve this expectation.

Essential Duties and Responsibilities:

- Establish and maintain successful relationships with clients and professionals.
- Perform adult and pediatric hearing and tinnitus evaluations, utilizing current diagnostic technologies and evidence-based best practice techniques.
- Perform holistic needs assessments to determine client challenges across multiple domains including, but not limited to, audibility, word recognition, auditory figure-ground, tinnitus, and auditory processing.
- Coordinate with other HSDC departments to ensure that clients' needs outside the scope of audiology are identified and met.
- Dispense primary amplification and Hearing Assistive Technology (HAT) devices from various manufacturers, following approved HSDC protocols.
- Provide follow-up care to current audiology patients, regardless of technologies used.
- Provide assessment and follow up care for patients with cochlear and osseointegrated implants following approved HSDC protocols. Training will be provided to new hires with limited experience in this area.
- Participate in the development and deployment of group and individual rehabilitation activities and products for hearing, listening and tinnitus.

- Produce clear, concise, and timely documentation of assessments and other services provided using established protocols for internal and external communications.
- Participate in an inter-disciplinary team approach to further all programs of the agency.
- Update/maintain clinical knowledge through participation in regular continuing education activities.
- Assume other duties, as agreed upon with the Director of Audiology.

Supervisory Responsibilities:

This position does not have regular supervisory responsibilities. The exception may be occasional supervision and support provided to audiology technicians, students/interns/externs, or volunteers.

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.

Education/Experience:

- Doctor of Audiology degree, or Masters in Audiology with commensurate experience, required
- 2+ years of clinical experience with adult and pediatric assessment preferred

Certificates and Licenses:

- Washington State audiologist license required
- Pre-employment background check required

Language & Other Skills:

- ASL proficiency, as defined by a minimum score of 2.0 on the ASLPI at hire, with attainment of a 2.5 score within the first 12 months
- Proficient computer skills, including Microsoft Office, Noah, and electronic medical records platforms. Demonstrated ability to learn new tools efficiently is more important than expertise in specific products
- Exceptional written, verbal, and interpersonal communication skills
- Ability to work independently in a deadline-oriented environment
- A positive attitude and ability to be a contributing team member at HSDC

Physical Demands and Work Environment:

The physical demands and work environment described below represent the activities and surroundings of the positions. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The work is typically performed in an office environment, with a moderate noise level. To perform the job, the employee is frequently required to communicate via telephone, electronic mail, and video conferencing.

Salary and Benefits

This is a full-time, exempt position. Generous benefits package includes health insurance, life insurance, short- and long-term disability, flexible spending accounts, pre-tax retirement payment plan, paid sick/safe leave, vacation (starting at 13 days per year), 10 paid holidays, and 2 paid personal days each year.

Equal Opportunity Employer

HSDC is committed to a policy of equal employment opportunity; treats all employees and applicants equally without regard to race, color, creed, religion, sex, sexual orientation, gender identity, age, national origin, citizenship, veteran or marital status, sensory, physical or mental disability and all other groups protected by law; and promotes diversity in its workforce.

HSDC seeks to recruit, hire, promote, and retain a diverse workforce. Diversity in our staff is vital to high quality services and client/community connection. We prioritize the hiring of applicants from historically marginalized communities. We are committed to eliminating barriers to access and equity; cultivating a diverse workforce is an essential step toward this goal.

How to Apply

Please email cover letter (written document or ASL vlog) and resume to humanresources@hsrc.org.

Email only, no phone calls.