

Job Title: Speech-Language Pathologist	FLSA Status: Non-Exempt; Full Time
Department: Speech, Language & Communication	Prepared Date: October 21, 2025
Reports To: Director of Interpreting Services	Pay Range: \$70,000-\$75,000 annually, commensurate with experience

Job Summary

The Clinic at HSDC is seeking a Speech-Language Pathologist (SLP) to join our Speech, Language & Communication Department. This position is full-time position with a flexible work week (five 8-hour days per week, or four 10-hour days per week) based at HSDC's Seattle location. This position is on-site only, with occasional pre-scheduled remote tasks as assigned. The role consists primarily of clinical duties including diagnostic and therapeutic communication services for individuals of all ages. At this time, we are prioritizing applications who are currently licensed and credentialed.

HSDC is a nonprofit agency that has served the Puget Sound area for over 80 years with services in audiology, speech and language, education, ASL interpreting, and Deaf and hard of hearing services. HSDC's Speech, Language & Communication clinic serves community members of all ages who experience a variety of communication differences and disorders. We are a close-knit team that prides itself on providing holistic and effective evidence-based services. We work primarily with preschool and school-age children, with opportunities to work with adult clients. As a non-profit, we serve clients from diverse cultural and socio-economic backgrounds.

Our Speech-Language Pathologists (SLPs) support clients across the home, school, and therapy environments, by collaborating with family and other professionals to maximize positive outcomes. Regular continuing education opportunities, often hosted at HSDC, allow us to implement the most effective and current techniques and strategies with our clients. Additionally, HSDC allows team members to explore their individual career interests and provides support for professional endeavors outside of regular clinical duties. These may include organization and development of conferences, outreach programs, and support groups. We are looking for a SLP that is driven and self-motivated. They must be flexible, open to feedback, and take pride in being part of a great team. This position may have the opportunity to supervise graduate students or clinical fellows.

Essential Duties and Responsibilities:

Clinical - 94%

- Provide in-person and telehealth communication evaluations and therapy for clients of all ages including, but not limited to, speech/language, literacy, feeding, aural (re)habilitation, voice, AAC, and motor speech.
- Write evaluation reports, treatment plans, chart notes, progress reports, correspondence, and other paperwork needed to provide high quality services and maintain records.
- Provide hearing and speech-language screenings in the community.

Administrative - 6%

- Collaborate with a multi-disciplinary team including physicians, psychologists, therapists, school staff, and parents to provide holistic services.
- Participate in parent, community, and professional training efforts.
- Participate in activities aimed at developing and marketing the program.

- Potentially supervise graduate students or clinical fellows.
- Perform other clinical or administrative duties as assigned by supervisory staff.

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.

- Master's degree in Speech-Language Pathology or Communication Disorders from an accredited university (required)
- Washington State Speech-Language Pathologist license (required)
- ASHA Certificate of Clinical Competence in Speech-Language Pathology (required)
- 2+ years of clinical experience with adult and pediatric evaluations and therapy (preferred)
- Current First Aid and CPR certification (required)
- Pre-employment background check (required)
- ASL proficiency preferred as defined by a minimum score of 2.0 on the ASLPI at hire with attainment of a 2.5 within the first 12 months. Training will be provided to new hires with limited experience in this area.
- Familiarity with or willingness to learn HSDC's electrical medical record (EMR) system.
- This position has direct contact with Protected Health Information (PHI). The individual in this position must follow all requirements surrounding Protected Health Information (PHI) as designated by HSDC's HIPAA Privacy and Security Policy & Procedure Manuals
- The individual in this position must participate in provided HIPAA Security and Privacy trainings at hire, and completed annually
- Must be familiar with a wide array of diagnostic protocols and therapy approaches for children and adults
- Experience and interest in working with and providing training/support to families
- Exceptional written, verbal, and interpersonal communication skills
- Proven computer skills, including Microsoft Suite (e.g., Outlook, Word, Excel)
- Experience with third party reimbursement documentation and procedures preferred
- Must have problem-solving, organization, and prioritization skills
- A positive attitude and active contributing team member

Essential Physical Skills

This position requires the ability to operate phones, computers, and other office equipment during most of the work day, consistently communicate with clients and interpreters for the purpose of scheduling, and ability to accurately exchange information in these situations.

Environmental Conditions

Generally, in an open office environment with occasional visits to external environments. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position.

Employee Name

Signature (Verifying receipt and understanding of this job description)