



State of New Mexico  
Classification Description

## **SPEECH-LANGUAGE PATHOLOGIST**

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### **General Summary**

Speech-language pathologists (SLPs) work to prevent, assess, diagnose, and treat speech, language, social communication, cognitive-communication, and swallowing disorders in children and adults. Work involves testing, evaluating, and counseling and instructing to habilitate or rehabilitate the development and disorders of speech, voice, language, cognition and swallowing.

### **Speech-Language Pathologist I**

**Jobcode:** HSLP23

**Pay Band:** HG

**FLSA Status:** FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

### ***Distinguishing Characteristics***

First level Speech-Language Pathologist (SLP) accountable for treating injured, ill, or disabled clients through the therapeutic use of a variety of activities to help clients develop, recover, improve, and maintain the skills needed for daily living and working.

### ***Recommended Education and Experience for Full Performance***

Licensed as a Speech Language Pathologist by the State of New Mexico and two (2) years of experience as it pertains to the essential duties and responsibilities of the classification.

### ***Minimum Qualifications***

Licensed as a Speech Language Pathologist by the State of New Mexico OR eligible to be licensed in New Mexico before date of hire.

### ***Essential Duties and Responsibilities\****

- Conducts initial evaluation and assessment of residents or patients referred by physician.
- Selects, administers and interprets speech, language, and hearing tests and provides appropriate treatment to address identified deficits.
- Diagnoses and develops individual therapy plans.
- Provides training and education to family/caregivers and other professionals.
- Provides consultation to families, direct care staff, other therapy staff, outside agencies, and other professionals regarding appropriate therapy services and techniques for individual residents or patients.
- Participates in treatment-team meetings to provide input regarding patient or resident assessment, to discuss treatment program, or to coordinate treatment goals and programs.
- Prepares reports related to Speech Language Pathology activities, including performance improvement activities.
- Maintains accurate and timely medical records.
- May deliver work direction and clinical supervision to Rehab Department aides/techs.
- Supervises Speech Language Pathology students/student interns during fieldwork placements.

### **Speech-Language Pathologist Supervisor\*\***

**Jobcode:** HSLP26

**Pay Band:** HH

**FLSA Status:** FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

## SPEECH-LANGUAGE PATHOLOGISTS

### ***Distinguishing Characteristics***

Incumbents may be the only professional Speech-Language Pathologist (SLP) at a facility with no higher level professional therapy supervision, or incumbents may provide services to one or more assigned facilities. Incumbents instruct, assign work, supervise, and evaluate speech language pathology services.

### ***Recommended Education and Experience for Full Performance***

Licensed as a Speech Language Pathologist by the State of New Mexico and five (5) years of experience as it pertains to the essential duties and responsibilities of the classification and two (2) years of supervisory experience as it pertains to the essential duties and responsibilities of the classification.

### ***Minimum Qualifications***

Licensed as a Speech Language Pathologist by the State of New Mexico and two (2) years of experience as it pertains to the essential duties and responsibilities of the classification.

### ***Essential Duties and Responsibilities\****

- Performs all duties of Speech Language Pathologist Level I.
- Directs speech language pathology services to include screening and assessment, treatment, intervention, administration, program planning, and documentation for assigned populations.
- Provides oversight and consultation to first level Speech Language Pathologists and aides, including review of documentation.
- Maintains accurate and timely medical records.
- Participates in departmental activities to comply with licensing, accreditation, and administrative policies.
- Prepares reports related to Speech Language Pathology activities, including performance improvement activities.
- Supervises Speech Language Pathology students/student interns during fieldwork placements.

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**Statutory Requirements:** Statutory requirements for individual positions in this classification will vary based on each agency's utilization, essential functions and the recruitment needs at the time a vacancy is posted including. It is the hiring Agencies responsibility to ensure the appropriate licenses/certifications are obtained for each position.

**Conditions of Employment:** Conditions of employment for individual positions in this classification will vary based on each agency's utilization, essential functions and the recruitment needs at the time a vacancy is posted.

**Working Conditions:** Working Conditions for individual positions in this classification will vary based on each agency's utilization, essential functions and the recruitment needs at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

**Established:** 10/18/2019

**Revised:**

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*\*Essential Duties and Responsibilities are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of duties. Classification description subject to change. Please refer to SPO website ([www.spo.state.nm.us](http://www.spo.state.nm.us)) to ensure this represents the most current copy of the position.*

*\*\* Supervisor must supervise two (2) or more full-time positions.*