



College of Speech and
Hearing Health Professionals
of British Columbia

JOB POSTING

Professional Practice Advisor, Speech-Language Pathology (SLP)

ABOUT THE COLLEGE

Located on the traditional, ancestral, and unceded lands of the xʷməθkʷəy̓ əm (Musqueam), Skwxwú7mesh (Squamish), and səliwətaʔ (Tsleil-Waututh), the College of Speech and Hearing Health Professionals of BC (CSHBC) regulates three professions and approximately 2,000 registrants (audiologists, hearing instrument practitioners, and speech-language pathologists) in the public interest under the *Health Professions Act* and related regulations, as well as the bylaws and policies of the College. The College's statutory mandate is to protect the public's right to safe, competent, and ethical speech and hearing health care services in British Columbia.

To fulfill its mandate, the College sets registration standards for entry-to-practice licensure as well as higher-risk certification; ensures professional and clinical practice standards are maintained through enforcement of the College's Quality Assurance & Professional Practice (QAPP) Program; investigates complaints alleging clinical incompetence and/or professional misconduct; and where necessary takes disciplinary action where complaint investigations cannot be resolved by consent.

As a not-for-profit public body, the College is funded entirely by licensing fees. The Board of the College is comprised of eight elected professionals and four public representatives appointed by the Government of British Columbia.

On June 28, 2024, CSHBC will amalgamate with six other BC health regulatory colleges in a new multi-profession college. The position in this job posting will continue with the new amalgamated college.

POSITION SUMMARY

Reporting to the Director, Quality Assurance & Professional Practice (QAPP), and the Registrar & CEO, the Professional Practice Advisor, Speech-Language Pathology (SLP), is responsible for advising registrants and the public on practice issues relating to ethics, professional and clinical practice standards, and the laws that govern the profession of speech-language pathology in British Columbia. The Professional Practice Advisor, SLP, provides information to ensure registrants comply with their ethical and professional obligations and maintain their knowledge and understanding of applicable laws and standards.

Working collaboratively with the QAPP team, the Professional Practice Advisor, SLP, is responsible for engaging with registrants, communication health assistants and the public through practice consultations, supporting the College's QAPP Program and QAPP Committee, and participates in collaborative policy development processes supporting policy and standard development and decision-making.



RELATIONSHIPS

- Registrar & CEO
- Deputy Registrar
- Director, Quality Assurance & Professional Practice (QAPP)
- Program Coordinator
- Professional Practice Advisors
- Other CSHBC staff
- External legal counsel
- Board of Directors
- CSHBC committees & profession-specific panels
- CSHBC practice review screeners and assessors
- CRM, web support, communications, form design, and video vendors (and other vendors as required)
- Members of the public
- Registrants and applicants
- BC Government, Ministry of Health
- Other health profession regulators and national alliances
- British Columbia Health Regulators (BCHR) group
- University of British Columbia, Douglas College, and other academic institutions.
- Other key stakeholders, including provincial health authorities and school boards.

SPECIFIC ACCOUNTABILITIES & DELIVERABLES

PROFESSIONAL PRACTICE LEADERSHIP & SUPPORT

- Maintains awareness and understands emerging trends and issues and the impact they may have on the profession of speech-language pathology.
- Responds to enquiries, as well as requests for practice consultations, related to the profession of speech-language pathology.
- Provides profession-specific input on QAPP-related strategic, operational, and regulatory issues.
- Participates in the profession-specific aspects of the QAPP Program Modules: Practice Hours Requirement (PHR), Continuing Competency Credits (CCCs), Practice Reviews (PR), and Professional Practice Information -- as well as CSHBC Online Learning Courses (OLCs).
- Provides profession-specific input related to content of certified practice training programs.
- May be required to participate in QAPP regulatory and/or advisory committee meetings as required.
- Liaises and supports the QAPP practice review team, panel, screeners, assessors, and practice review supervisors as required.
- Performs other related duties as assigned.



SELECTION CRITERIA

REQUIRED SKILLS, KNOWLEDGE, & EXPERIENCE

- Full registration with CSHBC as a Registered Speech-Language Pathologist (RSLP).
- Minimum 5 years' clinical experience, or equivalent experience.
- Excellent written and verbal and communication skills and professional demeanour, including strong interpersonal skills.
- Strong organizational skills and ability to prioritize workload.
- Demonstrated commitment to ongoing practice development.
- Evidence of supervisory, mentoring, or leadership experience.
- Understanding of the BC health professional regulatory environment.
- Completion of the following CSHBC Online Learning Courses: Jurisprudence, Client Consent, Documentation & Records Management.
- Ability to follow direction as well as work independently and with team members.
- Ability to negotiate with and coach others.
- Experience with relevant computer programs and platforms.
- Ability to travel as required.
- Some evening/weekend work may be required for committee and working group meetings.
- Ability to manage difficult conversations and sensitive issues.

COMPENSATION & LOCATION

- Permanent, 0.4 FTE part-time position (remote).
- Competitive salary commensurate with experience and qualifications.
- **This permanent part-time position will transition to the College of Health and Care Professionals of British Columbia (CHCPBC), effective June 28, 2024, consistent with the successful candidate's competencies and aligned to CHCPBC's needs.**

DIVERSITY, EQUITY, & INCLUSION

- The College is committed to a culture of diversity, equity, and inclusion. CSHBC continuously seeks to learn and grow as part of our cultural safety and humility journey. We welcome all applications and strive to have a diverse team that shares the College values and focus.

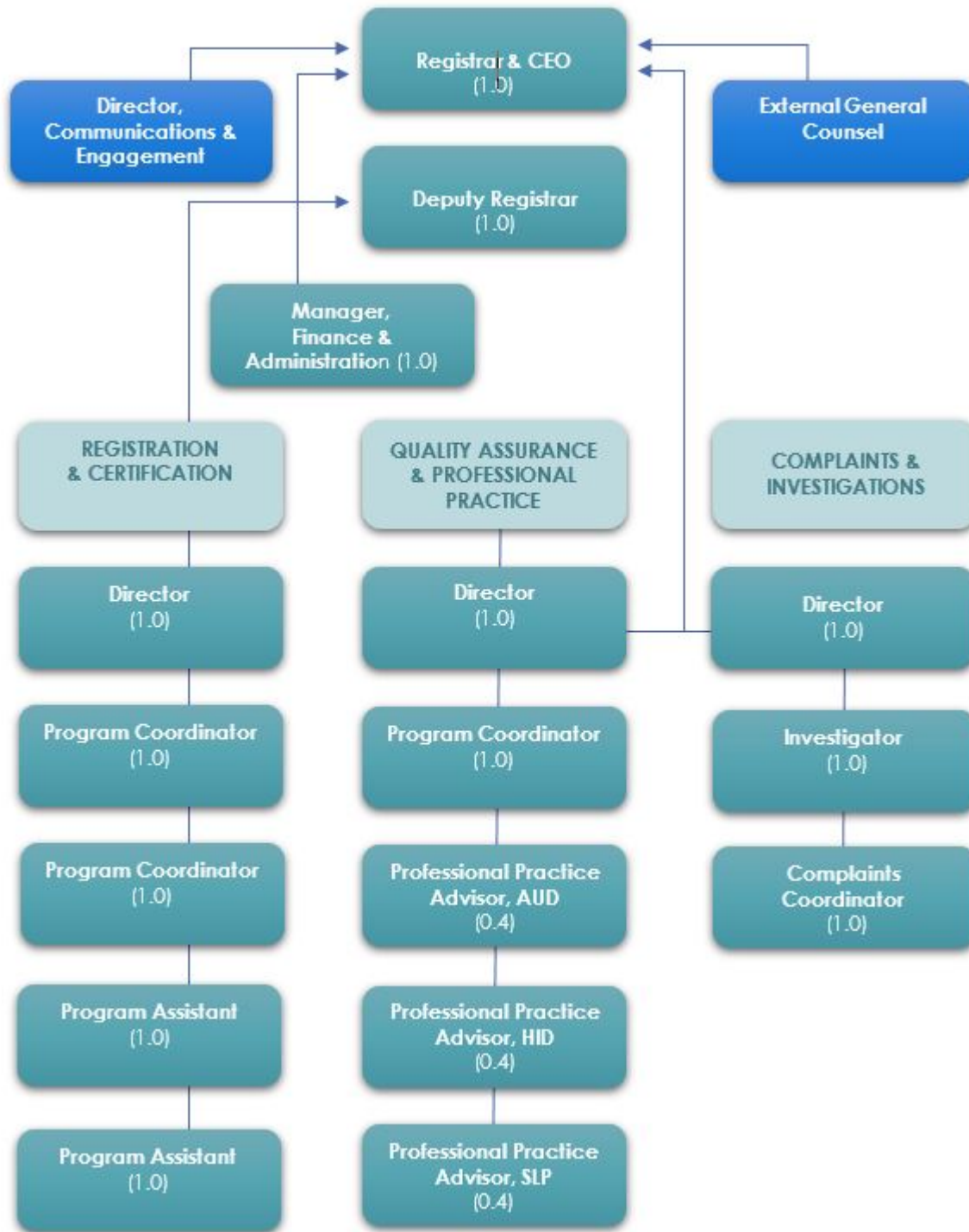


COMPETENCIES

- **Analytical Thinking** is the ability to comprehend a situation by breaking it down into its components and identifying key or underlying complex issues. It implies the ability to systematically organize and compare the various aspects of a problem or situation and determine cause-and-effect relationships ("if...then...") to resolve problems in a sound, decisive manner. Checks to ensure the validity or accuracy of all information.
- **Conflict Management** is the ability to develop working relationships that facilitate the prevention and/or resolution of conflicts within the organization.
- **Information Seeking** is driven by a desire to know more about things, people or issues. It implies going beyond the questions that are routine or required in the job. It may include "digging" or pressing for exact information; resolution of discrepancies by asking a series of questions; or less- focused environmental "scanning" for potential opportunities or miscellaneous information that may be of future use.
- **Listening, Understanding, and Responding** is the desire and ability to understand and respond effectively to other people from diverse backgrounds. It includes the ability to understand accurately and respond effectively to both spoken and unspoken or partly expressed thoughts, feelings, and concerns of others. People who demonstrate high levels of this competency show a deep and complex understanding of others, including cross-cultural sensitivity.
- **Teamwork and Cooperation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.
- **Initiative** involves identifying a problem, obstacle or opportunity and taking appropriate action to address current or future problems or opportunities. As such, initiative can be seen in the context of proactively doing things and not simply thinking about future actions.
- **Planning, Organizing, and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.



STAFF ORGANIZATIONAL CHART





BOARD & COMMITTEE FRAMEWORK

