



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÅN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913
Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



AREA OF CONSIDERATION – OPEN COMPETITIVE

TO ESTABLISH A LIST FOR THE POSITION OF **SPEECH/LANGUAGE PATHOLOGIST**

OPEN: May 13, 2024

CLOSING DATE: CONTINUOUS

ANN. NO.: 24-105

GENERAL PAY PLAN

OPEN: O-01 \$60,875.00 P/A to O-10 \$83,568.00 P/A
PROMOTION: O-01 \$60,875.00 P/A to O-18 \$107,291.00 P/A

MINIMUM EXPERIENCE AND TRAINING:

- A) Two (2) years of professional clinical experience in speech and language pathology or equivalent work and graduation from an accredited or recognized institution of higher education with a Master's Degree in Speech-Language Pathology or Communication Disorders; or
- B) Any equivalent combination of experience and training beyond the Master's degree which provides the minimum knowledge, abilities and skills.

NECESSARY SPECIAL QUALIFICATIONS:

- A) Possession of a current Certificate of Clinical Competence in Speech-Language Pathology from the American Speech-Language Hearing Association (ASHA); and
- B) Must be currently licensed to practice in the field of speech-language pathology by the Guam Board of Allied Health Examiners.
- C) Possession of a current certification in Basic Life Support (BLS) from the American Heart Association (AHA).

NATURE OF WORK:

This is professional speech and language pathology work.

Employees in this class perform the full range of professional duties in the diagnosis and treatment of speech-language disorders including independent work in specialized areas of the profession. Responsibilities may include the supervision of not more than five (5) speech-language pathology assistants/fellows as needed to provide technical intervention and perform administrative support work. The licensed SLP is professionally and legally responsible for care given by any speech-language pathology assistant or fellow under the SLP's supervision.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Screens, identifies, assesses, interprets, diagnoses, rehabilitates and/or prevents disorders of speech and language including disorders of dysphagia and related disorders; and cognitive and communications disorders due to mental deficiency, traumatic brain injury, aphasia, stroke or other neurological factors. Assesses, selects and develops augmentative and alternative communication systems, and provides training in their use. Initiates special referrals as appropriate for examinations to be conducted on patient's condition that appear psychological, medical, audiological, dental, and/or education-related in nature. Provides aural rehabilitation and related counseling services to hearing impaired individuals and their families. Researches and enhances speech-language proficiency and communication effectiveness (e.g., accent reduction); screens of hearing and other factors for the purpose of speech-language evaluation or the initial identification of individuals with other communication disorders. Attends meetings and maintains liaison with other professionals and stakeholders concerned with each case to facilitate implementation of treatment recommendations and to ensure follow-up meetings as appropriate. Maintains records on patient condition, progress, and prognosis; prepares reports. Participates in professional conferences and staff development training; may present workshops and lectures; trains para-professionals in speech and language screening procedures; maintains professional licensure. May supervise Speech-Language Assistants and/or Fellows by providing guidance and overseeing their work performance and interventions following regularly scheduled onsite observations; assesses the competence of supportive personnel to perform assigned tasks; documents in-service training and periodic evaluation of performance to assure safe performance of the tasks assigned to supportive personnel. Performs other duties as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

- Knowledge of the neuro-anatomy of speech-language and basic hearing pathology, and of related anatomy and physiology.
- Knowledge of theories and methods of speech and language development, and speech and language disorders.
- Knowledge of methods and procedures of speech-language habilitation and rehabilitation.
- Knowledge of the effects of related disabilities, disease, and other disorders on speech-language abilities.
- Ability to recognize related physiological problems that should be referred for further evaluation.
- Ability to supervise or lead the work of others.
- Ability to work effectively with the public and employees.
- Ability to communicate effectively, orally and in writing.
- Ability to maintain records and prepare reports.
- Skill in the use of specialized speech-language therapy and assessment materials and/or electronic equipment.

EXAMINATION REQUIREMENTS: A written test may be required. When a written test is not required, applicants will be rated on a scale between 70.00 and 100 percent on the basis of their training, education and experience in relation to the minimum requirements of the positions. **Individuals with disabilities who require special accommodations should contact this office prior to any scheduled examination.**

EDUCATION REQUIREMENT: Applicants claiming education accomplishment, such as, degrees or credits are required to submit official or verified copies of university or college transcripts. Pursuant to Public Law 29-113, effective September 30, 2008, all new employment in the service of the government of Guam shall have, as a reasonable measure of job performance, minimum requirement of high school diploma or a successful completion of General Education Development (GED) test or any equivalent of a general education high school program, apprenticeship program or successful completion of certification program, from a recognized, accredited or certified vocational technical institution, in a specialized field required for the job.

CMS OMNIBUS COVID-19 HEALTHCARE STAFF VACCINATION REQUIREMENT: Pursuant to CMS regulation, all eligible staff, both current and new, working at either the acute hospital or the Skilled Nursing Facility, are required to be fully vaccinated against COVID-19. The CMS mandate applies to all eligible staff working at almost all CMS-certified facilities that participate in the Medicare and Medicaid programs. This includes facility employees, licensed practitioners, students, trainees, vendors, contractors and volunteers. Additionally, this includes individuals who provide care, treatment, or other services for the facility and/or its patients under contract or other arrangements, even at a third party location.

DRUG SCREENING AND PRE-EMPLOYMENT PHYSICAL MEDICAL EXAMINATION: All applicants tentatively selected for this position are required to submit to a urine test to screen for illegal use of drugs prior to appointment. All applicants accepting employment with Guam Memorial Hospital Authority must take and pass a pre-entry Physical examination and COVID screening and show proof of COVID vaccination.

PRIMARY SOURCE VERIFICATION: Applicants applying for positions in the Nursing and/or Allied Health Professional positions requiring licensure pursuant to Public Law 24-329 or National Credentialing Institution must obtain a verification of licensure upon notification of selection as a condition of employment. All cost incurred for licensure/ certification verification is at the applicant's expense.

VETERANS' PREFERENCE: Applications claiming veteran's preference are required to provide a copy of their DD-214 (Military discharge member 4 form). Those claiming Compensable Disability are required to provide verification from the Veteran's Administration.

DISABILITY PREFERENCE: Applicants wishing to claim Disability Preference should submit a Government of Guam Disability Certification form, certified by the Director of Public Health & Social Services.

POLICE AND COURT CLEARANCE: Pursuant to Executive Order No. 2005-34 and Public Law No. 28-24, all applicants accepting employment with Guam Memorial Hospital Authority must submit a police and Superior Court of Guam clearance of no more than 3 months old from the date of notification of selection as a condition of employment. The cost of the clearances is the applicant's responsibility. Off-Island applicants must obtain clearances from their last place of resident.

AREA OF CONSIDERATION AND INTERVIEW PROCESS: A personal interview, interview by telephone or video conferencing will be held by the appointing authority or his designee for eligible candidates referred via certification. Certification for interviews are prepared from valid eligibility listings in accordance with the area of consideration or examination and in the following order if available: 1) Departmental; 2) Government-wide; and 3) Open Competitive. Candidates will be contacted accordingly during active recruitment when their names are reached on the appropriate list.

Important Note: Individuals with disabilities who require special accommodations should contact the Equal Employment Opportunity Office at (671) 647-2104, prior to any scheduled interviews. If traveling off-island and/or if contact information has changed, all eligible candidates are responsible for notifying the Human Resources Office of any changes in contact information to include email and mailing addresses.

IMPORTANT INFORMATION: Public Law 99-603 (8USC, Section 1324A) requires the Government of Guam to verify the identity and work eligibility of all newly hired employees. All new employees shall be required to provide proof of identity and work eligibility to work in the United States.

If you are hired to fill a position in the Government of Guam, you will be required to present valid documents that will establish your identity and work eligibility.

WHERE TO APPLY: Applicants must submit the "Guam Memorial Hospital Authority – Employment Application" to the Guam Memorial Hospital Human Resources Department between the hours of 7:00 a.m. to 4:00 p.m., Monday through Friday. Closed on official Government Holidays, Saturday and Sunday or via email to human.resources@gmha.org. To ensure full consideration of your application, all supporting documents must be submitted with the application. For further information, call (671) 647-2409/2171 or visit the Guam Memorial Hospital Authority Human Resources Department at 850 Gov. Carlos Camacho Road Oka, Tamuning, Guam 96913. The Human Resources Department is located on the first floor within the Administration offices or visit the "gmha.org website" for other employment opportunities.

APPROVED:



LILLIAN Q. PEREZ-POSADAS, MN, RN
Hospital Administrator/CEO

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