



Position Description

Pediatric Audiologist

Overall Responsibility

Hear Indiana seeks an energetic, self-directed pediatric audiologist with a desire to deliver child focused diagnostic and intervention services. This audiologist will work for Hear Indiana in the Speech and Hearing Resource Center (SHRC) located at Easterseals Crossroads. This position requires the ability to work on a team of forward-thinking individuals, but to lead the state-of-the-art audiology program. This position requires the ability to assess, diagnose and plan as necessary for the treatment of auditory issues in children, birth to 21 years of age. A key skill required is the ability to counsel families and to provide consultative services for educational or multidisciplinary case management. This is a year-round position.

Essential Functions

- Perform clinical diagnostic audiologic evaluations, including but not limited to: VRA, BOA, CPA, ABR, OAE
- Evaluate, fit, verify and maintain amplification in children, especially infants and toddlers
- Preferred, but not required, knowledge of cochlear implant technology, including the evaluation process and device programming.
- Generate formal, evidenced-based reports on findings
- Assists with service coordination outside of the SHRC, in the community, in the school, and in home-based settings to achieve goals in all necessary areas.
- Provide clear oral and written information to the child's parents, the child's providers, team members, and the funding organizations (e.g. First Steps)
- Obtains consultation from other members of the team in areas outside own expertise, such as speech-language pathology, social work, cognition, speech development, in order to fully address the needs of individual children on caseload.
- Communicates effectively with the spoken language specialists to get the best outcomes.
- Continuous eye for process improvements and developing innovative solutions.
- The meticulous and timely maintenance of all related records for billing purposes.

Additional Tasks and Responsibilities

- Preference given to applicants who are able to assist with other functions, for example, Parent Night, Conference, Run For Sound.
- Responsible for maintaining an accurate inventory of all loaner and demo equipment (e.g., hearing aids, BAHAs, FMs, streamers).

- The audiologist may be called upon to assist with trainings/presentations/workshops for parents and other providers.
- The audiologist will occasionally be asked to lead Parent INcouragement meetings (i.e. education seminars on topics related to audiology).

Skills and Attributes

- Must maintain licensure/certification and participates actively in service activities and the professional community with own discipline.
- Flexibility and entrepreneurial spirit.
- Ability to lift 30lbs. Frequent sitting, standing and walking.
- Excellent patient rapport. Ability to counsel a grieving family.
- Excellent written and oral (interpersonal) communication skills. Ability to communicate well with patients, families and multidisciplinary professionals despite potential challenges. Excellent collaboration skills.
- Compassion and patience to make a patient feel comfortable.
- Critical-thinking and problem-solving skills.
- Thorough and organized. Detailed personality with excellent record keeping skills.
- Computer proficiency for Microsoft Office required.
- Professional appearance and manner.
- Technical Capacity. (Preferred experience with Phonak, Oticon, Resound, Cochlear, AB, MED-EL, Oticon Medical, NOAH, and EHR software).

Education/Experience:

- Minimum of a Master's Degree in Audiology, Doctor of Audiology preferred.
- Holder of Certificate of Clinical Competence (CCC) from the American Speech-Language-Hearing Association (ASHA) or certification from the American Academy of Audiology (AAA).
- Licensed to practice as an audiologist in Indiana.
- Preference given to those who have been a part of a team effort in listening and spoken language development.
- Preference given to those passionate for the cause.
- Preference given to those with billing and administrative experience or experience creating/leading a new program/clinic.
- Preference given to those who are already credentialed as First Steps providers.
- Preference given to those with broad experience (e.g., hearing aids, ABRs, ASSRs, speech perception and recognition testing, FMs and other assistive technology) for infants through teens.
- Preference given to those with cochlear implant mapping experience.

Position Type and Expected Hours of Work: This is one full-time position, however, two part-time employees may be considered.

Reports to: Executive Director

Date: Job Description revised August 16, 2018.

Salary commensurate with experience. Wellness bonus if working full-time.

Travel: Little travel is expected.

Other Duties

Please note, this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Please submit your **resume, cover letter**, and the **answers to the following questions** to jobs@hearindiana.org:

1. What experience or qualities do you feel make you a uniquely qualified match for this position?
2. What experiences have you had (and how comfortable are you) with testing infants and toddlers (including Probe-tube microphone, RECD, and Verifit)? What experiences have you had working with cochlear implants in children?
3. What experiences have you had with the billing/administrative side of a practice/clinic?
4. Talk about a complex client which required you to gain support from others inside your place of work. What worked well? What would you change next time?
5. Describe the system you use for keeping track of multiple projects. How do you organize (prioritize) additional assignments? How do you ensure that you can meet deadlines?
6. Tell me about a time when you had to juggle multiple demands at work? What strategies do you use when asked to do many different things at once?
7. Please provide your salary requirements and available start date.