

Job Description: Pediatric Audiologist

Classification: Salary

Position Type: Full-Time, 30-40 hrs/wk

(20-30 hrs direct patient care & ~10 hrs HAAPI administration)

Reports to: COO

Revision date: July 21, 2020

Overall Purpose:

Hear Indiana seeks an energetic, self-directed pediatric audiologist with a desire to deliver child focused diagnostic and intervention services. This position requires the ability to work on a team of forward-thinking individuals and help lead the state-of-the-art audiology program. This position requires the ability to assess, diagnose and plan as necessary 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, evidence-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 audiologist, audiology assistant and patient care coordinator to insure outstanding patient care.
- Administrator for the Hearing Aid Assistance Program of Indiana (HAAPI), reviewing hearing aid selections, sending approvals and answering questions regarding hearing aids for 70+ participating audiologists throughout the State of Indiana. Approximately 10 hrs/wk of administration work.
- Continuous eye for process improvement and developing innovative solutions.
- The meticulous and timely maintenance of all related records for billing purposes.

Additional Tasks and Responsibilities:

- Works with the audiology assistant to maintain 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, and/or workshops for parents and other providers including but not limited to Hear INcourage Night.
- Participates as needed in special program projects, including but not limited to the Hear Indiana 5k/10k, Camp, Conference and HAAP.

Knowledge, Skills and Abilities Needed:

- Must maintain licensure/certification and participates actively in service activities and the professional community with own discipline.
- Flexibility and entrepreneurial spirit.
- Ability to lift 30 lbs. Frequent sitting, standing and walking.
- Excellent patient rapport.
- 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.
- Technical Capacity (Preferred experience with Phonak, Oticon, Resound, Cochlear, AB, Med-EL, Oticon Medical, NOAH, and EHR software).

Environment:

- 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 of a team effort in listening and spoken language development.
- Preference given to those passionate for the cause.
- 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.

Environment:

- General office environment
- Some travel required

Other:

- 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.

- Hear Indiana is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

Please send cover letter, resume, and responses to the screening questions below to jobs@hearindiana.org.

Thank you!

Audiologist Screening Questions

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 billing (knowledge of CPT and diagnosis codes) and the administrative side of a practice?
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. 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?
6. Please provide your salary requirements and available start date.