



1546 Bernard Ave., Kelowna, BC V1Y 6R9

Phone: (250) 763-5100

JOB POSTING – Speech Language Pathologist Full Time or Part Time

Location

Starbright Children's Development Centre is situated in Kelowna, British Columbia, in the heart of the beautiful Okanagan Valley. The agency's legacy was inspired by a group of parents and a local pediatrician who united to create an organization that had one goal in mind – support for the achievement of family-centred goals in a safe and inclusive environment. Starbright's history embraces fifty-eight years of family-centred practice staying true to its roots. Families are the heart of our agency.

Our Hiring Practices

Starbright is committed to hiring based on merit and encourages applications from all persons, congruent with the principles of the *Human Rights Code of British Columbia*. Hiring on merit ensures that we have a strong, neutral workforce that is able to provide excellent service to our clients. Our application and hiring processes are non-partisan, fair, consistent, and transparent.

We acknowledge with respect and humility the land on which we work is the unceded territory of the Syilx (Okanagan) People

About the Position

This posting period runs from November 6, 2025 until November 28, 2025, at 4:00 pm, or until it is filled. The posting is for a minimum of 17.5 hours a week up to 35 hours per week, either full time or part time. It is a union position, requiring union membership enrolment, and follows the *Community Social Services General Collective Agreement*.

Through a family centred, culturally safe, and trauma informed approach, the Speech-Language Pathologist screens, assesses, and engages in direct intervention and provides consultation services to children from birth to kindergarten entry that experience speech, language, social/pragmatic, voice and fluency deficits. Specific areas of specialization include, but are not limited to, language delays, deaf or hard of hearing, and augmentative communication.

Speech-Language services are provided to children from birth to kindergarten entry and promote functional skills that contribute to inclusion and engagement in ways that are purposeful to the family. Further details can be found in the Speech-language Pathologist job description. All new staff are provided with mentorship, and professional development is an ongoing component of the

position. New grads are welcome to apply.

The current rate of pay for this position ranges from \$45.52 per hour up to \$52.68 as determined by union classification. Upon qualification, a benefit package will be offered. Benefit packages currently include Extended Health, Dental, AD&D, Group Life, Long-Term Disability, and an Employee Family Assistance Plan. The premiums are 100% paid by the Employer when the criteria have been met. Spouse and/or dependents may also be included in the benefit plan if they qualify. There are twelve paid sick days a year pro-rated based on hours worked. Professional Fees are paid annually, after conditions are met, pro-rated to the full-time equivalency, not exceeding \$1600.00.

In addition, employees who qualify will be enrolled in the Municipal Pension Plan. This requires both an employee contribution and an employer contribution as pre-determined by the Pension Plan Board.

Here is a summary of qualifications needed for this position:

Qualifications for the Speech Language Pathologist include but are not limited to:

- A master's degree in speech-language pathology or equivalency as recognized by the College of Health and Care Professionals of BC
- Two years' recent related experience with children under the age of six preferred.
- Current membership in good standing with the College of Health and Care Professionals of BC as well as a Certificate to Practice in British Columbia.
- Eligible for membership with Speech Audiology Canada
- Excellent communication skills, both verbal and written, with the ability to engage effectively with children and families.
- Employment in this position is contingent upon a successful Criminal Record Check. As per the *Criminal Records Review Act*, "Individuals working with children or vulnerable adults directly or potentially have unsupervised access to children or vulnerable adults must authorize a Criminal Record Check for their employer or authorized organization."
- Successful candidates must have a current valid BC driver's license and access to reliable transportation properly insured for business.

Please submit your letter of interest & resume to the attention of: Terri Nakayama, Human Resources Manager via email to humanresources@starbrightokanagan.ca

We appreciate and thank all applicants for their interest; however, only short-listed candidates will be contacted.