

Way to Grow Pediatric Therapy Clinical Program Director



About Us

Founded in 2019, Way to Grow Pediatric Therapy, Inc. is on a non-stop mission to improve the lives of children through highly relational and evidence-based therapeutic services for families in Central Illinois. Serving children ages birth to 18, our current offerings include evaluations and ongoing support for speech and language, occupational therapy, physical therapy, feeding therapy, lactation services, dyslexia services, audiology services, central auditory processing diagnostics and therapy + group enrichment offerings in our Peoria Heights-based center. Way to Grow is on the fast track for growth and we are looking for creative, compassionate individuals to join our team!

About the Opportunity

We are in search of a highly organized and compassionate professional to become a valued member of our team as a **Clinical Program Director**. At Way to Grow Pediatric Therapy, we are seeking a dynamic and visionary Clinical Program Director to play a pivotal role in creating and supporting our team of pediatric therapists. As the Clinical Program Director, you will lead the charge in fostering a collaborative and innovative environment where our therapists can thrive and deliver exceptional care to kiddos + their families.

The Opportunity Essentials: A-Day-In-The-Life

- **Overseeing Clinical Team Dynamics:** You will be responsible for overseeing the dynamics of our clinical team, both within our center and out in the field, including community-based Early Intervention (EI) and in-clinic services. Your leadership will ensure that our therapists are supported and empowered to excel in their roles.
- **Developing Specialty Programs:** You will have the opportunity to develop and implement specialty programs aimed at addressing the unique needs of our clients, further enhancing the quality and scope of our services.
- **Direct Reporting for Team Leads:** As the Clinical Program Director, you will assume a direct reporting position for our Team Leads, providing mentorship, guidance, and support to ensure the success of our Motor + Speech/Hearing Leads.
- **Participating in Strategic Planning:** You will play a key role in strategic planning for clinic expansion, working alongside the Executive Director, Administrative Director + Marketing Director to analyze clinic goals related to production and financials.
- **Implementing Processes and Policies:** You will be responsible for implementing new processes and policies as needed to streamline operations and enhance efficiency.
- **Leading Community Education Initiatives:** You will lead initiatives for community education, including physician education and outreach efforts, to raise awareness about our services and promote collaboration within the community.
- **Supporting Team Morale and Culture:** Promoting team morale and upholding our positive, supportive Way to Grow team culture will be central to your role. You will facilitate conflict resolution as needed and ensure that our team feels valued and motivated.
- **Participating in Leadership Growth Opportunities:** You will have the opportunity to participate in leadership conferences and growth opportunities to further develop your leadership skills and expertise.
- **Organizing Team Development Opportunities:** Working alongside the Executive Director, you will help plan and organize team development opportunities and lead team meetings to foster collaboration and professional growth.

- **Supporting Executive Director Tasks:** You will work closely with the Executive Director to make business decisions and serve as a backup for all Executive Director tasks, ensuring continuity and efficiency in our operations.

Join us in our mission to make a difference in the lives of children and families. As the Clinical Program Director at Way to Grow Pediatric Therapy + Enrichment Center, you will have the opportunity to lead and inspire a team of dedicated therapists, driving excellence in pediatric therapy and shaping the future of our organization. Apply now to be part of our growing team!

Our Ideal Candidate:

Essentials:

- **Licensed Healthcare Professional:** A minimum of a Master's degree in a relevant healthcare field is required. Candidates must also hold a valid license to practice in their respective discipline.
- **Experience and Understanding of Pediatric Therapy:** Experience and/or knowledge surrounding pediatric therapy, with a deep understanding of developmental milestones, evidence-based interventions, and family-centered care.
- **Leadership Experience:** Leadership experience in a healthcare setting, with the ability to effectively manage and motivate a team of therapists to achieve organizational goals.
- **Excellent Communication Skills:** Strong verbal and written communication skills, with the ability to effectively communicate with team members, clients, and other stakeholders.
- **Strategic Thinking:** Ability to think strategically and contribute to the development and implementation of clinic-wide initiatives to drive growth and success.
- **Commitment to Professional Development:** Demonstrated commitment to ongoing professional development + and a growth mindset for staying current with advancements in the field of pediatric therapy.
- **Passion for Wholistic Pediatric Healthcare:** Genuine passion for working with children and families, with a commitment to providing whole person, high quality care and support.

Extra Credit:

- **Business or Marketing Experience:** Experience in business development, marketing, or related areas is preferred. Candidates with a background in developing and implementing marketing strategies to attract new clients and grow the business will be highly considered.
- **Previous Program Director Experience:** Prior experience in a program director/management role or similar leadership position.
- **Knowledge of Regulatory Compliance:** Familiarity with regulatory requirements and compliance standards related to pediatric therapy services.
- **Team Building Skills:** Experience in recruiting, hiring, and developing high-performing teams, with a focus on fostering a positive and supportive work environment.

Note: While meeting all qualifications is ideal, we understand that not all candidates may possess every qualification. We encourage individuals who meet the majority of the criteria and demonstrate a strong willingness to learn and grow to apply for this position.

Benefits

- **Competitive Compensation:** We offer a competitive salary commensurate with experience and qualifications.
- **Retirement Savings:** Access to a retirement savings plan with up to a 3% match
- **Professional Development:** Opportunities for ongoing training and development to enhance your skills and career growth + expand your understanding of pediatric therapy practice.
- **Generous Paid Time Off:** Enjoy a generous leave policy that includes opportunity for utilization for vacation, sick leave, and holidays.
- **Work-Life Balance:** We value harmony within personal + professional lives and strive to create a supportive and flexible work environment.
- **Family-Centered Culture:** Join a team that prioritizes family-centered care and fosters a positive and inclusive workplace.
- **Collaborative Team Environment:** Be a part of a collaborative + dynamic team dedicated to making a positive impact on the lives of children and their families.

Way to Grow Pediatric Therapy and Enrichment Center is an equal opportunity employer, and we encourage candidates from diverse backgrounds to apply.

At Way to Grow, **teamwork** really does make the dream work. We pride ourselves on being a **highly collaborative, innovative, and supportive** group of colleagues. Our work environment is **solution-focused, energetic, and flexible**. Unsurpassed **encouragement and open communication** are the foundation of our success. We emphasize **continuous learning** and **professional development opportunities** so that our therapy interventions can be informed by research and are inclusive of a diverse client population.

Way to Grow has firm roots in Central Illinois with **limitless, dynamic growth on the horizon**. We are looking for individuals who are innovative to maximize potential, eager to contribute, and who truly want to help kids in our region reach new heights!

Job Type: Full-time, 50/50% combined leadership + direct service

Salary: \$75,000-100,000 (based on experience)

Expected hours: 32-40 hours per week, Monday-Friday

Work Location: In person