

LEAD SIGN LANGUAGE INTERPRETER

DEFINITION

Under general supervision, provides sign language services to students who are deaf, hard of hearing, and/or have other communication disorders; performs interpreting services related to highly technical or specialized subject matters that require high levels of skill and advanced and fluent interpreting techniques; coordinates and monitors the daily operations of the interpreter internship program; coaches and mentors the College's hourly interpreters; provides interpretation of lecture videos.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the assigned managerial personnel. Exercises no supervision of staff. May provide technical and functional direction over and training to hourly interpreters and interpreter interns.

CLASS CHARACTERISTICS

Incumbents in this classification are required to perform highly complex assignments requiring a combination of high levels of training, skills, certification, and experience. Assignments often involve high levels of interactive discussions requiring the interpreter to rapidly switch between spoken English and sign language or manual sign system and vice versa. These assignments may include, but are not limited to, the following:

1. Advanced level or highly complex classes requiring significant and rapid interaction using highly technical or specialized subject matter and vocabulary.
2. Discussion situations in classrooms, conferences, and workshops involving advanced and/or complex topics requiring significant sign-to-voice and voice-to-sign translations.
3. More complex interpreting situations such as conferences, workshops, seminars, theatrical, and/or other platform settings where multiple consumers, including students, faculty, and staff are served simultaneously.
4. In addition, incumbents assist the with the day-to-day operations of the interpreter internship program; monitoring, mentoring, coaching, training, and skills evaluation of interns and hourly interpreters; and participating in the evaluation of interns and their progress.

EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)

1. Interprets classroom lectures simultaneously and facilitates communication between deaf and hard-of-hearing students and hearing faculty, staff, and students as related to coursework.
2. Accurately conveys the meaning and spirit of the hearing speaker using grammatically correct American Sign Language (ASL) or students' alternative preferred language mode, and verbally conveys the meaning and spirit of the deaf or hard of hearing signer using correct English grammar.

3. Utilizes resources to increase knowledge of ASL, professional interpreting techniques and procedures, deaf culture, specialized vocabulary, and the Registry of Interpreters for the Deaf Code of Professional Conduct.
4. Serves as a mentor, coach, and trainer for hourly interpreters.
5. Assists in organizing and overseeing the interpreter internship program, including conducting regular individual and group meetings with interns, assisting interns with self video taping and self-assessments, assigning homework, identifying classes approved for observation, and assists with intern interviews; conducts evaluations of interns.
6. Assists with scheduling interpreters and captioners, including serving as emergency contact for after-hours and weekend classes and needs for services.
7. Responds to student difficulties and concerns with understanding and sensitivity; ensures confidentiality of all student information.
8. Attends and participates in workshops and conferences to improve and maintain interpreting skill level and keep abreast of interpreting trends by studying specialized ASL vocabulary and other materials.
9. May read text, handouts, and dictionaries, and prepare translation of difficult-to-interpret course content.
10. Assists in on-going development of interpreter and captioner handbooks.
11. Establishes special signs and/or vocabulary for underrepresented scientific/technical terms or concepts.
12. Records interpreted asynchronous classes and translates video lectures. Caption materials produced by Deaf and Hard of Hearing (DHH) Center and collaborate with DHH students translating course materials and tests.
13. Interprets for cohort classes (General Education classes with all deaf or hard of hearing enrollment).
14. Interprets for student mental health appointments made on campus.
15. Promotes an environment of belonging as it relates to diversity, equity, inclusion, social justice, anti-racism, and accessibility.
16. Provides quality customer service when interacting with the public, vendors, students, and College staff, including individuals from minoritized groups.
17. Supports and abides by federal, state, local policies, and Board Policies and Administrative Procedures.
18. Participates on committees, task forces, and special assignments, including, but not limited to Screening and Selection Committees and mandated trainings as required.
19. Prepares and delivers oral presentations related to assigned areas as required.
20. Performs other related or preceding classification duties as assigned.

QUALIFICATIONS

Knowledge of:

1. Principles and practices of supporting a diverse, equitable, inclusive, socially just, anti-racist, and accessible academic and work environment.
2. American Sign Language and a wide variety of communication and interpreting techniques.
3. Interpreter scope of practice relating to interpreting for deaf and hard-of-hearing persons.

4. Deaf cultural values and general issues in the field of deafness.
5. Resources and current trends available to sign language interpreters in order to improve knowledge.
6. Working knowledge of the Americans with Disabilities Act.
7. Principles and techniques for directing, training, and coaching others.
8. Business letter writing and the standard format for reports and correspondence.
9. Principles and practices of data collection and report preparation.
10. Recordkeeping principles and procedures.
11. Modern office practices, methods, computer equipment and computer applications related to work.
12. English usage, spelling, vocabulary, grammar, and punctuation.
13. Techniques for providing a high level of customer service by effectively interacting with the public, vendors, students, and College staff, including individuals of various ages, disabilities, socio-economic and ethnic groups.

Skills & Abilities to:

1. Advocate for and communicate the College's vision and commitment to creating a diverse, equitable, inclusive, socially just, anti-racist, and accessible academic and work environment.
2. Participate in addressing gaps in diversity, equity, inclusion, social justice, anti-racism, and accessibility in the recruitment and retention of staff.
3. Participate in providing resources and support towards the goal of a diverse, equitable, inclusive, socially just, anti-racist, and accessible academic and work environment.
4. Interpret messages spoken by hearing people into ASL, Conceptually Accurate Signed English (CASE), and other formats.
5. Interpret messages signed by deaf and hard of hearing people into English, including the ability to read lips, create original signs for unknown or unusual terms/words, and interpreting foreign languages.
6. Interpret by translating higher-level technical academic material requiring specialized Sign Language vocabulary for high level technical academic materials utilizing highly proficient English, ASL, and/or CASE, used in classes such as science, history, and psychology, on College's skills performance evaluation examination.
7. Assess individual situations to determine the needs of each deaf or hard-of-hearing student, such as language preferences or preferences in having comments voiced for him/her or voicing for himself/herself.
8. Attend and participate in workshops to improve interpreting/transliterating skill.
9. Communicate effectively with faculty, staff, and students with disabilities.
10. Learn to use the variety of assistive devices/equipment used to assist students with disabilities.
11. Work successfully in an interpreting team in the classroom or other campus setting.
12. Assist in the planning and implementation of assigned programs and services.
13. Assist in the organization, preparation, and presentation of materials.
14. Learn methods and procedures to be followed in an instructional situation.
15. Read, understand, interpret, and apply department rules, policies and materials relating to assigned field.
16. Analyze and evaluate information processing problems, plans, procedures, and requirements.

17. Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
18. Interpret, apply, explain, and ensure compliance with federal, state, and local policies, procedures, laws, and regulations.
19. Communicate effectively through various modalities.
20. Learn and apply emerging technologies and, as necessary, to perform duties in an efficient, organized, and timely manner.
21. Review situations accurately and determine appropriate course of action using judgment according to established policies and procedures; understands scope of authority in making independent decisions.
22. Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

1. Equivalent to graduation from a regionally accredited four-year college or university with major coursework in American Sign Language, interpreting, education, social work, or a related field; and
2. Completion of an Interpreter Training Program; and
3. Five (5) full time equivalent years of increasingly responsible experience in interpreting for deaf and hard of hearing individuals in a higher-education setting.

Desirable Qualifications:

1. Experience working with policies and procedures relating to diversity, equity, inclusion, social justice, anti-racism, and accessibility preferably in a minority serving institution such as Hispanic Serving Institution (HSI) and Asian American and Native American Pacific Islander-Serving Institution (AANAPISI); OR
2. Experience with participation in programs relating to diversity, equity, inclusion, social justice, anti-racism, and accessibility preferably in a minority serving institution such as Hispanic Serving Institution (HSI) and Asian American and Native American Pacific Islander-Serving Institution (AANAPISI).

Licenses and Certifications:

1. The incumbent may periodically be required to travel to a variety of locations. If operating a vehicle, employees must have the ability to secure and maintain a valid California driver's license.
2. Possession of Registry of Interpreters for the Deaf (RID) Certificate of Interpretation (CI) and Certificate of Transliteration (CT), National Interpreter Certification (NIC) Advanced or Master, and National Association of the Deaf (NAD) Level 4 or Level 5 Certification.

PHYSICAL DEMANDS

Must be able to work in a standard office setting and use standard office equipment, including technological devices; to communicate with individuals at various College and

meeting sites; the ability to understand and comprehend written and electronic materials; and the ability to receive, review, and respond to communications in person, before groups, and over and through various media. This is primarily a sedentary office classification although movement between work areas may be required. Positions in this classification occasionally may need to physically reach, push, and pull drawers open and closed to retrieve and file information. Incumbents must possess the ability to lift, carry, push, and pull materials and objects weighing up to 20 pounds.

ENVIRONMENTAL ELEMENTS

Incumbents primarily work in an office or classroom environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Occasionally, employees may work in the field and be exposed to cold and hot temperatures, inclement weather conditions, and potentially hazardous chemical or physical substances in a classroom setting. Incumbents may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

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