

Position Description

Position	Behaviour Therapist
Reporting to	Senior Behaviour Therapist
Hours	Full Time
Location	Melbourne
Salary:	85-95K

Behaviour support

Behaviour support is about creating individualised strategies for people with disability that are responsive to the person's needs, in a way that reduces the occurrence and impact of behaviours of concern and minimises the use of restrictive practices.

Under the NDIS Commission, behaviour support focuses on person-centred interventions to address the underlying causes of behaviours of concern or challenging behaviours, while safeguarding the dignity and quality of life of people with disability who require specialist behaviour support.

About the role:

Specialist Behaviour Support Services specialises in working with individuals with complex needs who engage in behaviours of concern. We provide individualised assessment, intervention and training to teams and organisations to reduce the risk of harm and create positive, sustainable outcomes.

You will conduct Functional Assessments to create Behaviour Plans. Of critical importance is your ability to connect to people, to listen with non-judgment and reflect critically. Your aim is to support children and adults with complex and/or unpredictable behaviours to participate fully in life and achieve their clearly defined goals.

As our Behaviour Support Practitioner, you will be delivering high level, evidence-based clinical advice and assistance to participants living with a disability and their families. Through the creation, implementation and education of positive behaviour support plans, your person-centred approach will focus on reducing the impact of challenging behaviours to enhance the quality of life for our participants.

Primary Objectives

- ✓ To assist individuals and their families to identify their needs through assessment and individual planning, to develop meaningful goals and practical strategies to meet their goals in their home and community.
- ✓ To work in a multi/trans-disciplinary model with a range of allied health professionals to provide a holistic and integrated approach to supports.
- ✓ To provide clinical advice and guidance to individuals, families and support staff
- ✓ To develop strong collaborative relationships with government and non-government service providers for ongoing support.

Position Responsibilities	Performance Measure
Daily Duties	<ul style="list-style-type: none"> • Develop and implement individually designed customer related support plans within specified timeframes. • Handle the occasional complex Participants. • Have a case load of 15 Participants • Plan, deliver and evaluate behaviour supports relating to the individual's needs in line with relevant legislative and ethical requirements. • Plan, implement and review training and Behaviour support plans for participants, support staff, families and carers in positive behaviour support and specialist topics as required. • Actively promote Forbes Clinical Services Vision, Mission, Values and Strategy in everyday work and in the community. • Follow, contribute and work in a culture committed to continuous improvement of the Forbes Clinical Services work environment. • Uses thorough and advanced professional competence to support customers with problem solving and decision making about their needs and expectations.
Key Responsibilities:	<ul style="list-style-type: none"> • Provide coaching, modelling and support to families, support staff and managers to ensure the effective implementation of support strategies. • Undertake assessments to identify factors of challenging behaviours. • Develop and implement intervention strategies in consultation with individuals and families.

	<ul style="list-style-type: none"> • Provide evidence-based treatment and clinical knowledge, expertise and support to individuals and their key support network. • Plan, deliver and evaluate behaviour supports relating to the individual's needs in line with relevant legislative and ethical requirements.
<p>Service Delivery</p>	<ul style="list-style-type: none"> • Undertake comprehensive assessment and analysis of behaviour to inform development of behaviour support plans and strategies in accordance with assessment findings and the needs of the person with disability. • Employ the principals of evidence-based practice to all service delivery. • Collaborate with the participant, their families, carers, guardians and other stakeholders in the development of behaviour strategies to maximise the quality of service in line with the assessed needs. • Monitor, review and evaluate support strategies to ensure they are implemented correctly and consistently in order to improve the quality and effectiveness of the behaviour support systems. • Share knowledge and experience through collaboration and training to help staff use positive behaviour support strategies and minimise the use of Restricted Practices to ensure good work practice. • Working knowledge of human rights based approaches in the disability sector, including policy and legislative requirements relating to Restricted Practices. • Monitor and analyse incident trends to identify service improvement opportunities. Participate in on-call roster
<p>Clinical Services</p>	<ul style="list-style-type: none"> • Independently apply advanced clinical reasoning skills. • Maintain high clinical standards and utilise evidence-base practice in relation to behaviour support. • Maintain strong links with other organisation and health providers. Use collaborative methodologies to develop clinically effective and efficient strategies that meet the complex needs of participants. • Team Work with a transdisciplinary approach including participation in Group Clinical Supervision and team development opportunities • Work positively and collaboratively as a member of a multi-disciplinary team and respect team values, and participate in learning and development opportunities.

	<ul style="list-style-type: none"> Supervise and train assistants, students and less experienced Practitioners when assigned, ensuring the maintenance of professional, clinical, ethical and WHS standards. Core requirements of the job holder
Stakeholder Relations	<ul style="list-style-type: none"> Build and maintain strong relationships across a broad range of stakeholder groups. Liaise with participants and their families. Communicate flexibly in an appropriate and accessible manner.
Policy & Procedure	<ul style="list-style-type: none"> Deliver behaviour support in line with Forbes Clinical Services policies and procedures. Assist to build systems, practice and procedures to consolidate the Mercy Connect brand and service delivery
Professional Development	<ul style="list-style-type: none"> Engage in regular supervision and mentoring sessions to support your professional development ongoing learning. Keep abreast of sector development including participation in relevant industry associations and conferences. Undertake relevant training which will ensure development of skills.

OUR PURPOSE

Crescent respite is your home away from home. Unfortunately, there have been shortages of services that are well catered, person-centred, and evidence-based throughout the years that will provide the necessary services for the participant and what they desire and need.

With 40 comfortable rooms with on-suites, state of art facilities, including a library, sensory garden, full-access kitchen, art rooms and spaces for relaxation, you can unwind and refresh yourself in the way that best fits you.

We have decided on a year and a lot of expenses to make sure we bridge the gap and create a holistic approach for all participants. We approach not from a multidisciplinary approach but rather a transdisciplinary approach. This means that every client we are working with will get the whole team working with them. In other words, they will receive BT, OT and Speech all toward one client.

Hence why we developed the crescent facility. It is meant to create a new beginning for every individual coming on board. It is sole purpose is to recover, rejuvenate and recalibrate every individual coming to us. It is our equivalent to 5-star treatment and resorts to individuals who need a break away from reality, want a chance to get better, want to gain top-notch allied health services and state of an art set. Each individual will gain independent living skills, a treatment plan, Allied health service, a plan and much more that is dedicated to them and facilitated for them. Once delivered this plan becomes their won and they can leave the facility with all the strategy, intervention, techniques and skills that will allow them to flourish outside the facility.

Core Principles

1. **Innovation**
 - a. By constantly growing and evolving
2. **Leadership**
 - a. By delivering high standards within our work and within our team
3. **Authenticity**
 - a. by showing we genuinely care & through developing open & honest relationships
4. **Humility**
 - a. Through being approachable, compassionate & accountable
5. **Respect**
 - a. by embracing diversity & choice
6. **Resilience**
 - a. Through flexibility, courage & adaptability

Vision

To spark a new beginning and become the leading organisation in Therapeutic Respite and Independent living for people with disability through innovation and Creativity.

Mission

To become the National leader in equipping people with disability with tools to Recover, Rejuvenate, Re-calibrate and Rediscover themselves.

What are we looking for?

Crescent Respite is looking for someone that has:

- Relevant Tertiary qualifications in: Psychology, Social Sciences, Speech Pathology, Occupational Therapy, Behavioural Sciences, or board-certified behaviour analyst (BCBA) or a similar field.
- Eligible for NDIS registration to provide Specialist Behaviour Intervention
- Experience in providing clinical and/or behaviour assessment, intervention and support in the disability, out-of-home-care and/or homelessness sectors;
- Applied knowledge in relation to current trends in clinical practice as it relates to the treatment of adults and children with intellectual disabilities; complex communication and behavioural support needs; and developmental/ complex trauma;
- Direct experience working with people with intellectual disabilities, out-of-home care or homelessness services, ideally including direct care experience;
- Demonstrated skills and experience in behaviour analytic skills
- Direct experience working with challenging behaviour, intellectual disability, and autism
- Exceptional communication skills including high level written skills, the capacity to impart knowledge and an ability to motivate others;

- Demonstrated capacity to quickly engage different groups of people, in a variety of contexts, and with differing levels of engagement;
- Demonstrable skills in reflective/ critical thinking as well as an ability to think quickly and be responsive to meet tight time frames;
- Demonstrated skills and experience in intervention planning, design and delivery;
- Initiative and the capacity to work autonomously;
- The ability to work as part of a Multidisciplinary Team, maintain a team identity and build relationships with colleagues who may be working across various locations;
- A strong client focus and commitment to learning and ongoing professional development;
- A current Driver Licence;
- A willingness and ability to periodically travel within Australia to regional areas