



Behaviour Consultant Job Posting

About Us

Pivot Point specializes in *intensive therapeutic interventions* for children, teens and adults with Special Needs. We implement individualized behaviour intervention plans to enhance their success at home, school and in the community.

Behaviour Consultants provide behaviour consultation to those with behavioral and emotional disorders such as Autism Spectrum Disorder. They work in client homes, implementing *Applied Behaviour Analysis (ABA)* intervention strategies that are developed by a team of specialists.

Nature and Scope of Work

Behaviour Consultants leads all behavioural programming on a case-by-case basis, providing support and direction to front-line staff who execute these behavioural programs. Behaviour Consultants:

- Provide initial and ongoing assessments of client's behaviour, needs, and functional abilities
- Develop and document therapeutic intervention plans for children directly related to assessment results and based on industry best practice
- Provide training to families and caregivers in implementing these interventions

Key responsibilities:

- Identify and assess client/child's needs through family interviews & review of documents
- Develop an Individualized Service Plan summarizing client's context, your "case conceptualization", goals, and specific recommendations to reach those goals
- Assist the family with determining the behavioural priorities
- Create a behavioural definition of the priority behaviour(s)
- Directly observe and gather data on those behaviour(s)
- Check for reliability and social validity of data gathered
- Develop and write behavioral intervention programs using behavioural principles and procedures.
- Train team members on data gathering and implementation of the intervention programs using hands-on, role-play, etc.
- Monitor the ongoing program implementation and recommend program adaptations accordingly
- Maintain regular contact with the family and team members
- Abide by the agencies policies and procedures and follow the code of ethics of Community Living BC
- Keep abreast of current literature and research in the field
- Attend staff meetings and other training opportunities

Behaviour Consultants must be able to function independently and under time pressures, while managing multiple projects and deadlines. Occasionally, Consultants are expected to cope with the pressures of dealing with clients in crisis.

Behaviour Consultants are accountable to the Directors.

Benefits to You:

With a passion for helping those with developmental disabilities, your professional development will be supported through:

- Opportunities for supervision of all practicum hours towards Board Certification (BCBA or BCaBA) and/or RASP (Registered Autism Service Provider) designation
- ABA Behaviour Interventionist training
- Non-Violent Crisis Physical Intervention (NVCPI) training
- Continued Professional Development through monthly clinical meetings

This is a **part-time, self-scheduled position** that provides ample opportunity to grow within the organization. You manage your own time schedule and caseload. The hours of work may not always be within normal office working hours.

Competitive wages range from \$24 - \$45 and are commensurate with professional designations, experience and education.

Qualifications:

An acceptable combination of an undergraduate or Master's degree in a relevant field combined with experience working with and training others in the areas of behavioural psychology, assessment techniques, treatment design and implementation.

We seek candidates with the following experience and education:

- Strong knowledge of Autism Spectrum Disorder and relevant disorders
- Experience working with people who have behavioral challenges
- A strong commitment to the philosophy of people with challenges who are living and working in the community
- RASP (Registry of Autism Service Providers) designation (Level "A/B") or qualifications to gain this designation
- Undergraduate or Master's degree in a related area of study including:
 - Disability and Applied Behaviour Analysis
 - Applied Behaviour Analysis
 - Early Childhood Education
 - Child and Youth Care
 - Psychology or Social Work
 - Special Education
 - Community Support Worker

We also seek candidates with the following qualities:

- Demonstrated ability to work independently, with an emphasis on self-initiative, patience, maturity and tact
- Demonstrated ability to communicate and liaise with families and other professionals in fostering a team atmosphere
- Ability to teach and transfer behavioural skills effectively
- Adaptability and flexibility in working with families with a variety of needs
- Ability to act decisively and proactively in a wide variety of situations
- Ability to manage stress
- Strong administrative, organizational and time-management skills
- Comfort with computers and data-taking
- One year minimum commitment

Required Qualifications:

You **MUST** be able to provide the following:

- Proof that you are over 19 years old
- Daily access to internet
- Working knowledge and experience with a variety of computer software programs such as Internet Explorer and email software
- Willingness to complete a Criminal Record Check
- Willingness to obtain and maintain current Emergency First Aid & CPR
- Have a reliable vehicle
- Have a valid Driver's License with a clean driving record (Driver's Abstract will be required)
- "Business Use" car insurance will be required

To Apply

Please visit our website at <http://pivotpoint.ca/apply-now> to complete your application.