



## Behaviour Consultant (BCBA, BCaBA) - Job Posting

**Position Title:** Behaviour Consultant in Kootenay Adult Behavioural Program

**Position Type:** Full-Time, Self Scheduling

**Wage:** Salaried position. Competitive wages starting at \$43 to \$55 per hour, determined by credentials, professional experience, education, and personality qualities.

### Posting Summary:

In this Adult Services program at Pivot Point, Behaviour Consultation is provided as part of an interdisciplinary team with Community Living BC Facilitators and Quality Analysts, Service Provider Partner Agencies, and may also include Mental Health teams, Medical teams, and, Families and community supports.

Behaviour Consultants lead all behavioural programming on a case-by-case basis, providing support and direction to Partner Agencies who execute these behavioural programs.

Are **YOU** looking for a rewarding job helping others improve their quality of life?

Do **YOU** have BCBA/BCaBA certification or are you working towards one?

Do **YOU** have a strong knowledge of Developmental Disorders, Autism Spectrum Disorder and adults with behavioural needs?

Can **YOU** provide initial and ongoing assessments of an individual's behaviour, needs, and functional abilities?

Can **YOU** develop and document therapeutic intervention plans for adults directly related to assessment results and based on industry best practice and train service providers, families and caregivers in implementing these interventions?

### Duties and Responsibilities

- Identify and assess individual's needs through interviews & review of documents
- Develop a person-centred and trauma-informed Behaviour Support and Safety Plan summarizing an individual's context, your "case conceptualization", goals, and specific recommendations to reach those goals
- Assist the individual and people working with them, with determining 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 & 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 individual and their 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

## **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.

- BCBA/BCaBA certification needed or working towards board certification is a must.

We seek candidates with the following experience and education:

- Strong knowledge of Autism Spectrum Disorder and relevant disorders
- Experience working with people who have behavioural challenges
- A strong commitment to the philosophy of people with challenges who are living and working in the community
- 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 professionally communicate and liaise with individuals, families, agency staff 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

## Working Conditions

- Willingness to work with clients who may exhibit challenging behaviors, including aggression.
- Willingness to follow safety protocols, including de-escalation techniques, regular team check-ins, and MANDT training.
- There is potential for workers to experience verbal aggression, such as swearing, or physical aggression, which could result in injury.
- Willingness to travel to remote areas and covering a significant geographical distance several times per year in the Kootenay's region.

## Why join the Pivot Point team?

Pivot Point specializes in ***intensive therapeutic interventions*** for children, teens and adults with Autism and other diverse abilities. This might be YOUR opportunity to join a comprehensive clinical team in your community, so you can move YOUR career to the next level.

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
- Behaviour Interventionist training
- Non-Violent Crisis Physical Intervention (NVCPI) training
- Continued Professional Development through monthly clinical meetings
- Free workshops that qualify for BACB Continuing Education Units (CEUs)

## Additional Benefits:

- Extended Health Care
- Dental Care
- Disability Insurance
- Flexible Schedule
- Work from Home
- Casual Dress

If you have a strong desire to create positive change for others, you enjoy a multidisciplinary approach, and you have a background in behavioural psychology, counselling / mental health as well as an understanding of how to use Positive Behaviour Supports, join Pivot Point so we can work together to create positive change!

**To apply, please visit <http://pivotpoint.ca/apply-now> to upload your resume and submit an application.**