

Positive Behaviour Support Practitioner

Program	NDIS
Location	Griffith
Employment Type	Full Time (Part-time will be considered for the right candidate)
Classification	SCHADS
Award	Level – to be advised
Travel Required	Griffith and surrounding communities
Applications Close	Monday 20 th February 2023

About Centacare South West NSW

Our Mission is to actively reach out to, and serve, vulnerable families and individuals, by providing a range of quality targeted services and programs that are flexible and responsive to needs. We do this by building on strengths of individuals, families, and communities. And to promote social justice and inclusion.

Organisational Context

The Positive Behaviour Support Practitioner is a part of the NDIS Clinical Program which works closely with the Regional Managers to ensure Centacare's staff and core business is managed across multiple locations. Centacare South West NSW is a proud social service agency within the Catholic Church in the Diocese of Wagga Wagga.

We are a member of the wider network of Catholic social service organisations across Australia, known as Catholic Social Services Australia. We are a not-for-profit, non-government organisation that has been providing professional services to individuals and families since 1991.

We act on behalf of the Diocese to alleviate disadvantage through the provision of services to children, young people, individuals, families, and communities.

Position Purpose

This position will support families to implement a range of behavioural interventions for children, adolescents, and adults under the provision of the National Disability Insurance Scheme (NDIS) guidelines and scope of practice. The Positive Behaviour Support Practitioner role includes the provision of NDIS services to individuals and families to implement specialised behaviour interventions. This includes the implementation of specialised behaviour reduction plans with clients that display aberrant behaviour. The Positive Behaviour Support Practitioner role will include communicating and presenting

both assessment reports and treatment plans in a manner which is easily understood by clients, families, funding providers, and other disability service providers. The role will contribute to organisational sustainability by delivering fee-for-service consultancy. I.e., Capacity Building, Specialised Behaviour Interventions Support, training in Behaviour Management Strategies including provision of Early Childhood Intervention Supports.

Locations

This position will be based in Griffith and where necessary, outreach to relevant communities and surrounding areas including Leeton and Narrandera. This position will outreach to Wagga Wagga, Albury and Mulwala when required.

Position Details

Reports To	Regional Manager – Griffith and Communities
Direct Reports	None
Division	NDIS
Requirements	<input type="checkbox"/> National Criminal History Check <input type="checkbox"/> Working with Children Check <input type="checkbox"/> Possess an unencumbered driver's license <input type="checkbox"/> NDIS Workers Screening Check

Relationships

The position liaises with the following stakeholders. This is subject to change.

External	<ul style="list-style-type: none"> • National Disability Insurance Agency (NDIA), • Local Area Coordinators, • Early Childhood Coordinators. • Individuals and families, • Government and Non-Government community service organization agencies • Department of Communities' and Justice, • Department of Social Services, • Allied health services, • Mental health services, • Alcohol and other drug services, • Domestic and family violence services, • Homelessness services.
Works closely with	<ul style="list-style-type: none"> • Regional Manager – Griffith and Communities • General Manager-Regional Services and Performance • Other Centacare Employees

Skills & Responsibilities

These Key Accountabilities align with Centacare SW NSW's strategic and operational goals.

Skills & Responsibilities	Key Performance Indicators
Service Quality	
<ul style="list-style-type: none"> • Work within the legal and ethical frameworks required by the organisation and the Psychology profession • Liaise with other community organisations for the purposes of information gathering, referral, or case management support to maximise positive outcomes for clients • Maintain professional records and accurate statistical data in accordance with Centacare standards of practice • Ensure clinical and administrative standards are maintained in accordance with the requirements of the Family Law Act 1995 and those of Centacare. • Monitor, review and evaluate client outcomes • Monitor, review and manage client waiting lists. Participate in group/peer support activities 	

Skills & Responsibilities	Key Performance Indicators
Role specific	
<ul style="list-style-type: none"> • Implement individualized intervention programs for children with behavioural challenges and/or those diagnosed with neurodevelopmental and behavioural disorders and other developmental delays. • To plan, develop and monitor a variety of behavioural support service delivery options to meet the needs of clients. • Provide training to parents and other related parties. • Provide consultation to families or other related parties for on-going positive behaviour based intervention programs. • Supervise team meetings in the family home, as well as participate in clinical meetings with relevant professionals • Interpret data to make decisions relative to each child's program • Collaborate with Speech and Language Pathologists, Occupational Therapists, Physiotherapists, Preschool Staff, and other professionals with regards to individual participant's program • Reviewing assessment results and treatment plans with parents, obtaining suggestions for any potential alterations, and receiving consent before implementation • Conducting direct therapy as needed 	
Health and Safety	
<ul style="list-style-type: none"> • Adhere and contribute to Work, Health and Safety in the workplace 	
Quality Assurance	
<ul style="list-style-type: none"> • Contribute to continuous improvement processes and adhere to Quality Assurance policies • Adhere and contribute to Agency policy and procedures. • Work to be consistent with the ethos and ethical standards 	
Human Resources	
<ul style="list-style-type: none"> • Participate in Centacare's Professional Review and Planning process including reviewing process • Comply with all professional development requirements for maintenance of NDIS • Undertake any other duties as requested by the Regional Managers, GM, COO or CEO. • Consistently displays the Centacare Values: Respect, Professionalism, Excellence, Commitment and Compassion. 	

Selection Criteria

Essential:

- Relevant undergraduate qualifications (ABA, Psychology, Speech Pathologist, Occupational Therapy, Social Work), and Registration with relevant professional body.
- Eligibility for NDIS registration to provide Specialist Behaviour Support.

Highly Desirable:

- Experience working in Applied Behaviour Analysis.
- Experience working in the neurodiverse population
- Experience working with children either in schools or at home

Skills and Experience:

- Work positively in a multi/trans-disciplinary model with a range of allied health professionals, individuals, families, carers and staff to provide a holistic and integrated approach to supports
- Provide clinical knowledge, expertise and support to individuals, families, and carers
- Assist participants, their families to identify individual needs through developing strategies to meet participant goals in their home and community
- Drive, monitor and provide consultation and advice to support teams for participants who are listed on the Therapeutic Supports High Risk Register for disability including children with disabilities in out of home care
- Consult and liaise with clients, hospital and community staff, carers/family members, relevant agencies and government departments, as appropriate, to ensure holistic planning and support of the participant
- Assist to develop and deliver group psycho-educational and therapy programs
- Provide support which reflects the Disability Services Standards, Child Safety, NDIS and other relevant legislative requirements and to report any potential breaches to Centacare's management
- Undertake administrative tasks necessary for the role including maintaining appropriate documentation and systems
- Work positively and collaboratively as a member of the Centacare team and respect team values and participate in learning and development opportunities
- Professional report writing skills
- Knowledge of the NDIS Quality and Safeguards commissions requirements
- Demonstrated knowledge, skills and experience in positive behaviour support, providing training of behaviour management strategies to staff and parents
- A commitment to Centacare SW NSW's code of conduct
- Have explicit knowledge of Positive Behaviour Support principals including functional behaviour assessment, development of behaviour support plans, implementation processes
- To achieve knowledge, understanding and commitment to the policies, procedures, and delegations of Centacare SW NSW

- Experience in delivering and evaluating relevant training for support staff
- Understanding of the impacts of trauma and trauma-informed practice principals, or a willingness to develop skills/learning in this topic
- Excellent communication and interpersonal skills including high level written and problem-solving skills, the capacity to impart knowledge and an ability to motivate others
- Demonstrated ability to utilise data collection tools, collate information, analyse and prepare reports for relevant stakeholders
- Strong time and case load management skills

Key Values

Respect	We respect the uniqueness, dignity, diversity, cultures and beliefs of all people.
Social Justice	We advocate. We show compassion to individuals. We advocate for equity of access, fairness and justice. We seek to give voice to the vulnerable.
Empower	We care for the wellbeing of each person. We acknowledge strengths in all people and we seek to empower individuals to take control of their future.
Professional	We do the right thing. We accept responsibility for our actions and we support each other. We are ethical, committed, act with integrity and are accountable for our results.
Relationships	We embrace the power of relationships. We support positive relationships for our clients. We are committed to developing creative and collaborative connections for and within our community.
Team	We are a team. We build a positive team spirit. We watch out for each other. We support each other and we celebrate success. As a team we make a difference.
Excellence	We are a centre of excellence. We are innovative and adaptable. We have high standards and ensure best practice approached to our service.

Reviewer	CEO	VERSION:	
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