

Position Description



Core Behaviour Support Practitioner

Program	NDIS
Location	Wagga, Griffith, Albury, or Mulwala
Employment Type	Part Time- Full Time
Travel Required	As needed

About Centacare South West NSW

We are a Catholic Social Service agency of the Diocese of Wagga Wagga, and we exist to make a positive difference in people's lives. Our Vision is to empower communities, children, individuals, and families to create change for the better. We do this by creating thriving, resilient and connected communities.

Our Objectives:

- Community needs are at the heart of everything we do.
- We are a recognised and trusted brand, and a provider of choice for our communities.
- We demonstrate organisational sustainability.
- We foster our Catholic Identity.

Organisational Context

We are a not for profit, non- government organisation that has been providing professional services to individuals, children, health care professionals, businesses, and families since 1991. We are a member of Catholic Social Services Australia.

We act on behalf of the Diocese of Wagga Wagga to alleviate disadvantage through the provision of services to children, young people, individuals, families, and the broader communities within South West NSW.

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 Core Positive Behaviour Practitioner role includes the provision of NDIS services to individuals and families to implement specialised behaviour interventions. This includes the training and implementation of specialised behaviour reduction plans with clients that display aberrant behaviour. The 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 and Therapeutic Supports.

Position Details

Reports to	Regional Manager
Direct Reports	None
Division	Service Delivery
Requirements	<ul style="list-style-type: none"> • Criminal History Check. • Working with Children Check. • Possess an unencumbered driver's license.

Relationships

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 • General Manager-Regional Services and Performance • Other Centacare Employees

Skills & Responsibilities

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

Skills & Responsibilities
Role Specific
<ul style="list-style-type: none"> • Implement individualized ABA-based intervention programs for children with behavioural challenges and/or those diagnosed with neurodevelopmental and behavioural disorders and other developmental delays. • Provide on-going monitoring and evaluation of ABA-based intervention program. • 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. • 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. • 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. • To plan, develop and monitor a variety of behavioural support service delivery options to meet the needs of clients. • Provide training to parents and/or other related parties.

- Provide consultation to families or other related parties for on-going ABA-based intervention programs
- Supervise team meetings in the family home, as well as participate in clinical meetings with relevant professionals.
- Design data collection protocols and interpret data to make data-based decisions relative to each child's program. Reviewing assessment results and treatment plans with parents, obtaining suggestions for potential alterations, and receiving consent before implementation.
- Present training workshops.

Service Quality

- 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 waitlists. Participate in group/peer support activities.

Health & Safety

- Adhere and contribute to Work, Health and Safety in the workplace.
- Contribute to and ensure a positive and collaborative culture is instilled within the organisation

Quality Assurance

- Contribute to continuous improvement processes and adhere to Quality Assurance policies.
- Be familiar with the use of procedures and their relation to Centacare policies.
- Adhere and contribute to Agency policy and procedures. Work to be consistent with the ethos and ethical standards.
- Complete all mandatory learning according to Centacare requirements and induction.

Human Resources

- Participate in Centacare's Professional Review and Planning process including reviewing process to better the outcome of young people, individuals, and families.
- Comply with all professional development requirements, including appropriate supervision on a regular basis and relevant team or peer support activities.
- Undertake any other duties as requested by your manager or Executive.

Selection Criteria

Essential Requirements:

- Relevant undergraduate qualifications (ABA, Psychology, Speech Pathologist, Occupational Therapy, Social Work). Registration with relevant professional body.
- Eligibility for NDIS registration to provide Specialist Behaviour Support.
- NDIS Worker Screening Check or willing to obtain.
- NSW Working with Children Check or willing to obtain.

Highly Desirable:

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Skills and Experience:

- Knowledge of Positive Behaviour Support principals including functional behaviour assessment, development of behaviour plans and implementation processes.
- Exceptional communication and interpersonal skills including high level written and problem solving skills, the capacity to impart knowledge and an ability to motivate others.
- Demonstrated capacity to engage quickly and work effectively with a wide range of internal and external stakeholders including individuals, families, support teams, government agencies and specialist support services.
- High level time management and case load management skills.

Centacare South West NSW Values

Courage	We are a strong and sustainable service, with good operational performance to ensure we can meet community needs now and into the future. By maintaining governance and performance frameworks that promote quality services and a professional and skilled workforce.
Respect	Along with our engaged staff who are leading brand ambassadors for Centacare we will strengthen our community insight through consumer and carer consultation.
Compassion	Community needs are at the heart of everything we do. We are a leading social service agency providing quality services to the vulnerable, continually increasing services to meet the growing needs of our communities.
Faith	As a Catholic Social Service Agency, we are proud of our heritage, spirituality, vocation, and whole-person care. We embed Catholic Social Teaching and social justice which guides our work and provides the foundation for our values. By working with the whole person, as an individual, as a family, as a community and as a unique spiritual being.
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 approach to our service.

Centacare South West NSW is committed to ensure our organisation upholds the Safety of all children and young people and their right to be safe. We are compliant with the recommendations of the Office of Children’s Guardian.

Reviewer	CEO	Version:	May 2023
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