

**Position Type:** Full Time Permanent - (37.5 hours per week)

**Location:** North Okanagan, Vernon, Revelstoke, Salmon Arm and surrounding area

**Starting Date:** As Soon As Possible

**Compensation:** As per Community Living Collective Agreement, benefits included

posAbilities is a large, non-profit, agency that delivers services to people with developmental disabilities. We are currently looking for qualified Behaviour Consultants to work with adults who have been diagnosed with Autism Spectrum Disorder (ASD) and/or other developmental disorders living in the North Okanagan region and surrounding area. Our organization offers outreach consultation service offered to families, programs and other support teams that provides individualized programs based on the principles of behaviour. The focus is on working collaboratively with the teams to teach new skills and to address challenging behaviours' with the purpose of improving the individual's quality of life.

The successful candidate will demonstrate good team work and collaboration to conduct assessments, collect data, write and revise behaviour support plans, provide clinical support to staff and care providers on the team and provide the team with ongoing training (as needed). The successful candidate will be provided with clinical support and supervision.

As there are trusting relationships to be formed in this position, long-term commitment is requested from all applicants.

**MANDATE:**

To assess and develop function based behaviour support plans based on best practice standards for adults with disability and to provide training to the staff teams in implementing the strategies with adequate support and progress monitoring.

**SUCCESSFUL CANDIDATES MUST HAVE:**

- A Master degree (or enrolled and working towards a Master degree) in Applied

Behaviour Analysis, education, psychology or a related discipline.

- A minimum 2 years experience providing support to adults with Autism Spectrum Disorder and/or other developmental disabilities.
- A thorough understanding of the science of Applied Behaviour Analysis and the ability to communicate theories and principles effectively.
- The ability to conduct functional assessment (indirect, direct and experimental) and develop function-based interventions.
- Excellent interpersonal, verbal, and written communication skills, along with the ability to work independently.

#### **KEY DUTIES & RESPONSIBILITIES:**

- Identify and assess the needs of the individual
- Apply behavior principles and procedures based on the science of Applied Behaviour Analysis to develop the Behaviour Intervention Plan(s).
- Provides competency-based training to families, caregivers and other such personnel in order to augment their skills when directly supporting the individual.
- Provides monthly reports of activities detailing hours spent with each client.
- Keeps informed on current literature and research.
- Work collaboratively with stakeholders including CLBC.
- Perform other duties as required.

This position requires the ability to function independently and to work frequently under pressure due to managing multiple concurrent projects and deadlines.

Program delivery requires a moderate level of physical fitness to effectively carry out the duties of the position. Consultants are expected to cope with the pressures of dealing with adults and staff teams in crisis.

We offer a wonderful work environment, a dedicated team of professionals to work with, and BCBA supervision. For more details about posAbilities, please visit

[www.posAbilities.ca](http://www.posAbilities.ca).