

**Position:** Behaviour Consultant – Children - **BCBA supervised position**

**Position Type:** Casual, 17.5-25 hours per week

**Location:** Victoria and surrounding area

**Compensation:** \$35.16 As per Community Living Collective Agreement

*posAbilities* is a large, non-profit, agency that delivers services to people with developmental disabilities. Laurel Behavior Support Services (LBSS), a service offered by *posAbilities*, is currently looking for qualified Behaviour Consultants to work with children who have been diagnosed with Autism Spectrum Disorder (ASD) and/or other developmental disorders living in Greater Victoria Area. LBSS is a home-based consultation service that develops individualized programs based on the science of Applied Behaviour Analysis.

The successful candidate will conduct assessments, collect data, write and revise behaviour intervention plans, provide clinical supervision to support team, model/teach implementation strategies, and provide the team with basic training (as needed). LBSS will provide the successful candidate with clinical support and oversight.

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

**MANDATE:**

To behaviourally assess and develop best-practice and evidence-based behavioural interventions for children, and using a mediator model, provide training to families and caregivers in implementing the interventions.

**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.
- Board Certified Behavior Analyst (BCBA) certification (or working towards certification) with the Behavior Analyst Certification Board (BACB) preferred.
- A minimum 2 years' experience providing support to children and/or 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. Familiarity with Addictions and Mental Health an asset to this position.
- Ability to communicate effectively with a range of support staff, health professionals and with families.
- **Hours flexibility required – hours set must meet operational requirements and needs of persons served**

Date updated: September 16, 2014

- Second language such as Mandarin, Cantonese, Punjabi, or Hindi is an asset in this position

**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.

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 children and adults and families in crisis.

We offer a wonderful work environment, a dedicated team of professionals to work with, and BCBA supervision. Interested parties please apply with your resume and cover letter via our website at [www.posAbilities.ca/careers](http://www.posAbilities.ca/careers) or via email to [careers@posAbilities.ca](mailto:careers@posAbilities.ca). Please note, while we would like to connect with everyone interested in this position, only applicants chosen for interviews will be contacted.