



BEHAVIOUR CONSULTANT with BCBA Supervision

Position Type: 3 Full Time Permanent and 3 Term (12+ months) (37.5 hours weekly) **Vacancies and Location:**

Metro Vancouver:

- 1 vacancy - 1-year term position

Central and Upper Island

- Port Alberni to Port Hardy and its vicinity - 1 FT permanent
- Nanaimo, Duncan, and its vicinity – 1 FT permanent

South Okanagan: Penticton and its vicinity

- 1 Vacancy - FT Permanent
- 1 Vacancy - FT -Term (starting May 2026)

North Okanagan: Vernon, Salmon Arm, and vicinity

- 1 Vacancy -FT Term (starting in June 2026)

Compensation: \$44.54 hourly – as per Community Living Collective Agreement

Join us to advance our vision of Good and Full Lives for Everyone.

We're expanding! posAbilities' Laurel Behaviour Support Services is currently recruiting Behaviour Consultants to work with adults who have been diagnosed with Autism and/or other developmental disorders living across BC. Our organization offers outreach consultation services to families, programs, and other support teams based on the science of Applied Behaviour Analysis and Positive Behavior Support framework. The focus is on working collaboratively with families and teams to teach adults adaptive skills and address challenging behaviours with the purpose of improving their quality of life. To learn more about our program, please visit <https://www.laurelbc.ca>.

The successful candidate will be supervised by a Board-Certified Behaviour Analyst and must live in the areas of vacancy listed above.

MANDATE:

To develop a function-based positive behaviour support plan, provide relevant training to support implementation, track progress, and provide ongoing monitoring.

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).
- An understanding of the framework of Positive Behaviour Support. Familiarity with Community Living BC Policy as it relates to Behaviour Support and Safety planning is an added asset.
- Provides competency-based training to families, caregivers, and other personnel in order to augment their skills when supporting the individual directly.
- 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.

SUCCESSFUL CANDIDATES MUST HAVE:

- Masters degree (or enrolled/working towards a Masters degree) in Applied Behaviour Analysis, special education, psychology, or a related discipline. BCBA qualification is strongly preferred.
- 2+ years of experience providing support to children and adults with autism spectrum disorder and/or other developmental disabilities is an asset.
- Thorough understanding of the science of Applied Behaviour Analysis and the ability to communicate theories and principles effectively to families and other stakeholders.
- Ability to conduct a functional assessment (indirect, direct, and experimental) and develop function-based interventions.
- Effective interpersonal, verbal, and written communication skills
- Ability to work independently with good organizational and time management skills.
- Class 5 Drivers license and a reliable vehicle with Business insurance and at least 3 million liability

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

HOURS OF WORK

The case load of each consultant may vary depending on the severity of the cases assigned. Consultants work a flexible schedule. Work may not always be done within normal office working hours.

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posAbilities is committed to supporting good and full lives, for everyone. Our organization is a place where inclusion, diversity, equity and accessibility are integral to our culture and operations. Our goal is to support every person in presenting their true self within the communities where they live and work.

At posAbilities we are committed to fostering an inclusive workplace environment, and we actively seek to identify, eliminate and prevent barriers to employment, including those that may be within our hiring process. We recognize that individuals may require accommodations to fully participate in our hiring process. If you need assistance or accommodation at any stage of the process, please feel free to reach out to us at careers@posabilities.ca for further assistance.