



Behaviour Interventionist

Position Type: 2x Full-Time Term

Location: North and South Okanagan

Compensation: From \$29.22 – as per Community Living Collective Agreement

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

Position 1: North Okanagan - Term

Location: Vernon, Salmon Arm and its vicinity

Start Date: September 15, 2026

End Date: September 15, 2027

Position 2: South Okanagan – Term

Location: Penticton, Kelowna and its vicinity

Start Date: September 15, 2026

End Date: September 15, 2027

We're expanding! posAbilities Laurel Supports is recruiting a Behaviour Interventionist in Okanagan, BC. Our organization offers outreach 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 adaptive skills and address challenging behaviours to improve their quality of life. To learn more about our program, please visit <https://laurelsupports.ca>

MANDATE:

Under the direction of the Behaviour Consultant, the Behaviour Interventionist is responsible for implementing behaviour programs that teach new skills and/or address challenging behaviours directly with adults diagnosed with autism and/or other developmental disabilities in residential and community settings.

YOUR Typical Day:

- Implements Behaviour plans developed by the Behaviour Consultant directly with the adult.
- Assists in providing training through demonstration and guidance to team members on the implementation of behaviour plans and data tracking.
- Liaises with Behaviour Consultants and other professionals to implement the behaviour plans and strategies they develop
- Seeks ongoing supervision and contributes to plan development based on direct observation of the adult's behaviour during visits to the program.
- Seeks on-going supervision and contributes to plan development based on direct observation of the adult's behaviour during visits to the program.
- Participates in the assessment, goal setting and person-centered planning for the individual. Documents, implements and provides input into the evaluation of the adult's progress on the identified goals.
- Develops teaching materials/stimuli required for the adult's program.
- Prepares progress charts and participates in monthly update meetings with the Behaviour Consultant and the family/team.
- Recognizes, analyses, and deals with potential emergency situations and ensures no harm comes to the adult, self, or to others. Reports all incidents immediately to the Behaviour Consultant and Clinical Supervisor.
- Participates in various client-focused activities in accordance with service plans.

YOU have:

- A commitment to the agency's Code of Ethics, Values, Vision, and Mission Statement
- Demonstrated ability to work within a team setting
- Excellent written and verbal communication, organizational and time management skills
- Knowledge of the local community's resources and ways to increase community participation
- Knowledge of practices and principles of working in home and community settings
- Knowledge of practices of Applied Behaviour Analysis and Positive Behaviour Support
- Demonstrated ability to use various data collection methods.
- Demonstrated ability to implement clinical directions provided by Behaviour Consultant
- Demonstrated ability to communicate and liaise with support team members and other professionals involved in the individual's care.
- Experience supporting adults with disabilities
- Knowledge of positive behaviour support
- Knowledge of Adult services and CLBC policy around behaviour support and safety planning will be an asset

You MUST have the following:

- A certificate/diploma in a human/social service field with coursework in behaviour support strategies or related disciplines
- Minimum one year of recent related experience or equivalent combination of education, training, and experience
- Current Emergency First Aid/CPR certification
- Mandt System training
- Current TB Test clearance
- Criminal Record Check for Children and Vulnerable Adults – Clearance
- Class 5 Drivers License with own vehicle with \$3 million liability business insurance

HOURS OF WORK

Interventionists work a flexible schedule. Work may not always be done within normal office working hours. Work may also include driving to areas in the vicinity.

We offer a wonderful work environment and a dedicated team of professionals to work with.

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.