

<b>Position Title:</b>	Behaviour Support Core Practitioner
<b>Division:</b>	Clinical Services
<b>Direct Reports:</b>	Nil

### ABOUT NORTHCOTT:

#### Who is Northcott?

Northcott is a not-for-profit disability service provider that works with customers to realise their potential.

As one of Australia's largest not-for-profit disability service organisations, we provide services from metropolitan and regional locations throughout NSW and the ACT. We have more than 85 years of experience and expertise in the disability service industry.

A registered NDIS provider, we employ close to 1000 staff and provide empowering, personalised services to over 13,500 people with disability, their families and carers each year.

#### What do we do?

Northcott provides personalised and dynamic support, delivered by a committed team who will optimise and maximise support and services for every customer.

Our experience and expertise gives confidence to our customers they are in good, trustworthy hands, while our commitment to innovation and pushing boundaries allows us to tackle any challenge currently creating barriers for our customers to reach their potential.

Northcott's diverse range of service offerings and strong community partnerships gives customers easy access to the supports they need or want through a single gateway from our many locations.

#### What is our promise to each customer?

We will work creatively and relentlessly with each customer to unlock, discover and unleash their potential, supporting and empowering them to be the best they can be now and in the future.

Our customers are not numbers, they are unique individuals. We personalise our services to each customer's current and future needs and goals, every single one, to ensure their development and growth.

As advocates for our customer's inclusion, we will empower them with confidence, choice and opportunity so they can live their life, as they choose, in their own way.

### KEY OBJECTIVE OF THE SERVICE/DEPARTMENT:

- To deliver a Capacity Building Person Centred Behaviour Support Service.

### KEY OBJECTIVE OF THE POSITION:

- To work within a capacity building model with various other consumers, stakeholders and customers.
- To deliver Person Centred Behaviour support training as required.
- To deliver Person Centred Behaviour Support to Northcott customers seeking individual support.

- To support Northcott staff to implement, monitor and review Person Centred Behaviour Support strategies and documentation.
- To monitor and follow up on corrective action for behaviour related incident reports.

### PERSON SPECIFICATIONS (SKILLS & KNOWLEDGE)

- Minimum three years' experience supporting the development of Behaviour Support Plans.
- Minimum three years' experience mentoring staff to implement Behaviour Support Plans.
- Experience working with customers, staff and families utilising a Positive Behaviour Support approach.
- Experience working with customers, staff and families providing skills development support.
- Experience working within a Person Centred approach.
- Experience working with a diverse range of customers with disability.
- Confident in using the Microsoft Office suite.

### ESSENTIAL QUALIFICATIONS & EXPERIENCE REQUIRED

- Tertiary qualification and experience in the disability and/or community sector
- Current driver's license.

### DELEGATION LEVEL

- Nil

### CORE COMPETENCIES OF THE ROLE

#### Customer Focus/ External Contact

- Provide presentations and PCBS to a variety of audiences and customers.

#### Relationship Building

- Provide PCBS support across the organisation and offer advice and guidance in relation to responding to incidents.

#### Communication Skills

- The ability to communicate effectively, both written and verbally, to consumers, stakeholders and customers with a diverse range of needs.

#### Problem Solving

- Deliver capacity building PCBS to a range of customers including those with behaviours of concern.

#### Financial Impact

- Ability to record time effectively to both demonstrate progress towards task completion while ensuring accurate revenue is generated.

### DUTIES

The typical duties of this position include:

1. Deliver a range of Person-Centred Behaviour Support to Northcott customers.
2. Develop Behaviour Support plans and support and monitor their implementation.
3. Work within a Capacity Building model with various other consumers & stakeholders.
4. Ability to use the appropriate time management skills to meet the required deadlines and service delivery targets.

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5. Respond to Noggin incident reporting as directed.
  6. Access and actively participate in team meetings, supervision and supervised practice.
  7. Ability to work independently in the community providing support to customers and their networks.

**This list is indicative only and is subject to change. All Northcott employees are required to comply with any reasonable work requests as directed by their employer from time to time.**

### NORTHCOTT POLICY AND PROCEDURES

All Northcott employees are expected to be familiar with and adhere to Northcott policies and procedures. For more information see your manager or refer to the policy and procedures available on the Northcott Intranet.

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Employee's Signature

Employee's Name

Date

**Please forward a signed copy to Human Resources.**