

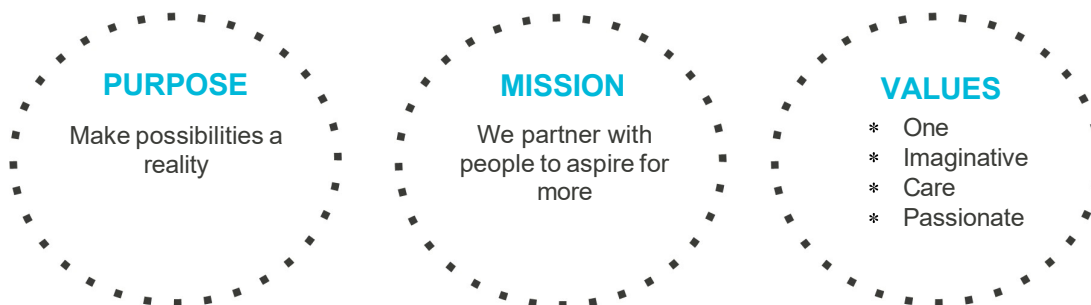
WHO YOU ARE

What is your division?	Specialist Services
Who do you report to?	Team Leader
What is your team structure?	General Manager Specialist Services Practice Lead Specialist Behaviour Support Team Leaders Behaviour Support Practitioners

PURPOSE OF YOUR ROLE

Provide behaviour support services, to participants funded under the NDIS or through Continuity of Support funding who have complex and challenging behaviours.

ORGANISATIONAL PROFILE



KEY SUCCESS AREAS

Behaviour Support	- Provide professional information and advice to people with disability, families, staff, and managers regarding evidence-based approaches to reducing the impact of challenging behaviour. - Undertake relevant assessments to identify causal factors of challenging behaviour in order to establish effective strategies and plans that address the behaviour and enhance the quality of life for the individual. - Develop and implement intervention strategies in consultation with individuals and families. - Support the train out of Plan by providing coaching, modelling, and support to stakeholders including but not limited to families, support workers, and managers to ensure support relevant parties are competent in the implementation of support strategies and aware of their responsibilities and how to effectively implement the plan. - Implement, capture, and analyse data in order to monitor the plan's effectiveness, review challenging behaviour and make any changes where required. - Ensure Assessments and Plans are completely in a timely manner maximising behaviour support outcomes for the participant and others impacted by their challenging behaviours. - Work towards Core capability endorsement through the Quality and Safeguards Commission.
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	<u>Core/Proficient Practitioners</u> - Carry out duties and responsibilities at a Core or Proficient Practitioner level as defined by the Quality and Safeguards Commission Capability Framework and adhere to internal and external requirements to ensure all relevant legislative and associated guidelines are met. - Ensure Plans are submitted for peer review and when scored, uploaded to the portal in a timely manner
Relationship Management	Develop and maintain positive and collaborative relationships with all stakeholders including clients, their families, guardians and staff to ensure that service user's needs are met. Develop partnerships with service providers, community agencies, government bodies to maximise outcomes for clients. Share learning and provide professional support to all stakeholders to ensure the combination of supports functions effectively and efficiently.
Team Participation	Communicate effectively with your Practice Lead or Team Leader and your Behaviour Support team to solve problems and review procedures in order to ensure continuous improvement. Participate in Team Meetings, positive engagement opportunities and commit to Community Solutions' stated values. Be punctual, appropriately presented and behave at all times in a manner consistent with a professional provider of clinical services. Meet billing targets and contribute to the broader team performance.
Safety	Comply with all required OH&S policies and procedures. Report any incidents or concerns promptly.

WHAT YOU NEED TO SUCCEED

Capabilities	Demonstrated high level knowledge and experience of contemporary practices, trends and philosophies in relation to service provision for people with intellectual and/or cognitive disabilities who display challenging behaviours and have complex support needs. Meet or have the ability to work towards meeting the Quality and Safeguards Commission requirements for a Core Practitioner and attaining a Practitioner ID number through Commission endorsement. Demonstrated experience in developing and delivering training and support to disability providers and family members in positive behaviour support. Demonstrated competence in computer applications, i.e. Microsoft Word, Internet relevant to the role to ensure work is completed and billed in a professional, accurate and timely manner. Sound problem solving skills and the ability to work in a flexible environment that at times involves innovative and agile approaches Strong written and verbal communication skills Task oriented, highly organised and with excellent time management capability
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Skills & Education	Tertiary qualifications and where applicable clinical registration in Social Work, Occupational Therapy, Psychology, Counselling, Development Education or Applied Behaviour Analysis. Ability to work within spreadsheet functions and electronic client management systems.
Experience	Experience developing positive behaviour support strategies for people with disability is preferred.