

The purpose of this position

- The **purpose** of the position is design, deliver, monitor and evaluate behaviour support services to children, young people and adults with an intellectual disability in line with the goals of the National Disability Insurance Scheme (NDIS) plan or individual goals.

About the position

- This position is part of is within Disability Services directorate.
- This position **reports to** the Team Leader.
- The position is designated Band 7 under the ***Schedule of Authorities and Delegations***.
- The position is a: Budget holder Has designated revenue or billing targets.
- This position maybe advertised externally as Behaviour Support Practitioner.

Key areas of responsibility

- Provide high quality, culturally appropriate behaviour support services to people with an intellectual disability who have a specific support need.
- Work as part of a multidisciplinary team to provide effective and efficient services to clients with an intellectual disability in line with their goals.
- Implement appropriate evidence based behavioural support services that meet the needs of clients according to the goals and within the allocated hours of their NDIS plan.
- Participate in support planning processes for clients to deliver coordinated, effective, service provision that meets the goals of the client's NDIS plan.
- Liaise with relevant persons in client's environment e.g. family members, carers etc. regarding client needs as appropriate.
- Provide staff and carer training required to meet the client's goals.
- Keep up to date records and necessary reports e.g. support plans, assessment reports, intervention summaries.
- Consult with supervisors, other professional disciplines, and other team members regarding clinical issues.
- Attend and participate in team meetings and supervision.
- Report resource needs and clinical issues to the manager.
- Use available technology, resources, systems and processes to ensure an efficient service for clients.
- Follow all policies and procedures outlined for disability services.

This position may be offered as a specialisation:

- For example, Senior Behaviour Support Practitioner

Where the role is offered as a specialisation the position holder would typically:

- Support clients with more complex needs

- Coach, advise and provide on the job support to other team members to enhance quality and culturally appropriate behavioural support interventions.
- Promote evidence based support practices and provide coaching, mentoring and supervision to other behaviour support staff.
- Work in collaboration with other senior clinicians to monitor, develop and improve clinical service provision.
- Work in accordance with the Professional Governance Framework to ensure the services and support we provide to our clients and each other are person centered, connected, effective, and safe.

Key outcomes

When things are going well, we would expect to see these outcomes:

- The team works collaboratively to ensure services are coordinated efficiently and effectively to meet the client's goals and outcomes as identified in their NDIS plan.
- Behaviour Support services are timely, efficient and effective. They meet the goals identified by the client and their families/carers within available resources.
- Services for clients with complex needs are well coordinated, efficient, effective and goal focused.
- Services provided are clearly understood by the client their family/carers and the multidisciplinary team.
- 70% of behaviour support service hours are client related.

Key Capabilities

Position criteria

- Qualifications in Psychology, Occupational Therapy, Speech Pathology, Nursing, Social or Health Sciences, Developmental Education or equivalent are desirable but not essential.
- Some demonstrated experience in the delivery of positive behaviour support services to children, young people and people with intellectual disabilities
- In the case of a Specialist, 5 years' experience and degree qualifications is essential.

Key attributes

- Ability to communicate effectively with clients their families and staff
- Ability to apply evidence informed practice to optimise outcomes
- Ability to translate complex information relating to the discipline in an easily understood, practical way
- Strong analytical and report writing skills
- Ability to provide a service based on a client's NDIS goals and funding allocation.
- Ability to work flexible hours

People who know this position say that

People who know this position say the things that might make your day are:

- Being able to advocate for the needs of a person with an intellectual disability
- Working with the team to get a comprehensive view and reach better outcomes
- Giving back to the profession through communities of practice
- Being able to positively influence an approach and thus the outcome

People who know this position say some key challenges you might experience are:

- Working within a benchmarked allocation of hours based on a client's NDIS plan
- The potentially serious consequences of advice and its impact on clients
- Managing time to complete non client related work requirements
- Ensuring self-care to prevent burn out

Work and flexibility

While The Benevolent Society has great tools to connect us remotely, sometimes we will need to connect in person. This means we need to travel on occasion.

This position may require:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Overnight travel/stays. | <input type="checkbox"/> Weekend work. |
| <input checked="" type="checkbox"/> Travel between office locations/regions. | <input checked="" type="checkbox"/> Evening work. |
| <input checked="" type="checkbox"/> Travel to clients (varied locations). | <input checked="" type="checkbox"/> Special event support. |
| <input checked="" type="checkbox"/> Use of own registered, insured (comprehensive) motor vehicle. | |
| <input checked="" type="checkbox"/> Use of TBS pool cars. | |

Key relationships

We work collaboratively with others. This position works closely with:

Within The Benevolent Society:

- Manager
- Senior Clinicians
- Support Coordinators
- Senior Manager
- Other multidisciplinary team members
- Support Workers

Outside The Benevolent Society:

- Clients
- Families
- Carers
- Local schools
- Staff from other disability organisations
- Other health practitioners