

# POSITION DESCRIPTION

**Position Title:** Lead Practitioner Behaviour Support  
**Department:** Psychology Behaviour Support and Counselling  
**Reports to:** Operations Manager PBSC/SIP

## Purpose of the Position

The Lead Practitioner Behaviour Support will lead Autism SA's learning, development and delivery of services in the area of behaviour support practice.

## Key Performance Indicators

1. Behaviours and communication that consistently demonstrates alignment with Autism SA's values and commitment to workplace safety.
2. Achievement of performance goals derived from the department's objectives as aligned with Autism SA's organisational strategy.

## Scope of the Position

Reporting to the Operations Manager PBSC/SIP, the position will be responsible for guiding and supervising the implementation of behaviour support services including the development of Positive Behaviour Support Plans which may include restrictive practices. The position will also work under the direction of the General Manager – Therapy Services to ensure consistency of clinical and care practice across the organisation and support the implementation of Positive Behaviour Support Plans, reduction of restrictive practices and lead the development of a behaviour support competency framework.

## Key Responsibilities

- Deliver a high quality service for individuals in line with the “United Nation Convention on the Rights of People with Disability”, relevant legislation and Government Policy and according to the principles of the Disability Services Act
- Monitor and coach for individual and team outcomes/achievement/performance
- Supervise and support the behaviour support team to undertake appropriate assessments during the development of positive behaviour support plans
- Ensure the use of evidence-based tools and strategies
- Lead and facilitate group supervision and individual supervision for the Senior Behaviour Practitioner
- Engage with external stakeholders to further develop organisational practice
- Chair the Reducing Restrictive Practices Committee and act as point of contact for whole business for general support, concerns, and advice related to behaviour support including reducing and use of restrictive practices
- Lead development of a behaviour support competency framework
- Supervise and actively support all aspects of positive behaviour support at Autism SA including, but not limited to, the development and maintenance of procedures for writing and implementation of positive behaviour support plans and other behaviour intervention programs
- Actively support Autism SA staff to follow the principles of positive behaviour support to address identified behaviours of concern and develop the skills and knowledge to confidently support the individual into the future
- Provide positive behaviour support training and consultancy services to internal and external stakeholders, including therapists, families, and care teams, and organisations seeking services via the Training, Consultancy and Research department.
- In collaboration with other internal stakeholders support the organisation to achieve restrictive practices compliance through ongoing training, auditing and process management, in line with the NDIS Behaviour Support and Restrictive Practices Quality and Safeguard Commission and the NDS
- Work alongside key stakeholders to develop, implement and review support strategies for individuals displaying behaviours of concern
- Maintain client data management records and provide written and electronic information as required and as per privacy and information policies
- Ensure a positive reputation for Autism SA
- Develop and maintain positive working relationships with internal and external stakeholders
- Apply a person-centred approach to work and interactions
- Adhere to organisational policies and procedures, relevant legislation and relevant standards
- Support innovation, and continuous improvement of work practices and procedures

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- Undertake appropriate training and development to enhance ongoing personal growth and professional development
- Commit to regular supervision, training and performance development reviews
- Manage competing demands to ensure reports and data are completed
- Attend and participate in team meetings, planning days, full staff meetings
- Undertake other duties that may be allocated from time to time that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification

## Special Requirements

- Reasonable additional hours of work may be required
- Availability to travel intra/interstate

## PERSON SPECIFICATION

### Qualifications

- Recognised qualification in Psychology or Developmental Education with registration or membership of the relevant Australian professional association, e.g. Australian Health Practitioner Regulation Agency (AHPRA)
- Competencies and/or ability to register as an Advanced or Specialist Behaviour Support Practitioner under the NDIA PBS Capability Framework.

### Registrations, Licences and Clearances

- Current registration with a relevant professional peak body such as ACA, AHPRA, AASW, DEAI
- Satisfactory Child Related Employment Screening (facilitated through DCSI)
- Satisfactory National Police Check
- Drivers Licence (C class)

### Experience, Knowledge and Skills

- Minimum 2 years of experience in working with the Positive Behavioural Support Framework
- Demonstrated experience in delivering training
- Minimum 2 years of experience working with people who display behaviours of concern
- Experience working with people with a diagnosis of Autism Spectrum Disorder
- Practical working knowledge and an understanding of the complexities that families with diverse backgrounds and abilities may face
- Knowledge and understanding of the requirements for disability service providers to achieve restrictive practices compliance under the NDIS Behaviour Support and Restrictive Practices Quality and Safeguard Commission and the NDS guidelines.
- Knowledge and understanding of the relevant legislation related to the NDIS and persons with a disability
- Knowledge of person-centred practices and principles
- Ability to question, challenge and improve current practice
- Support and work with people with diverse backgrounds, value systems, cultural differences and diverse needs
- Sound knowledge and commitment to ensuring work practices and interactions reflect reasonable care for people's safety and wellbeing
- Sound knowledge and commitment to handling personal information with sensitivity and respect for privacy and confidentiality
- Ethical, honest, reliable, diligent, approachable and professional