

# POSITION DESCRIPTION

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

## Purpose of the Position

Following the principles of Positive Behaviour Support, the position will support people on the autism spectrum and their care team to address their behaviour support needs. This may include functional behaviour assessments, therapeutic intervention and specialised positive behaviour support.

## 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, the position will be responsible for the development and implementation of collaborative functional behavioural assessments and positive behaviour support programs. The position will work closely with the key roles across the multidisciplinary team and will liaise with key external stakeholders.

## 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
- Undertake functional behaviour assessments and other appropriate standardised assessments to develop and report on individualised support interventions and plans
- Deliver 1:1, family and group therapy sessions using evidence-based principles and frameworks
- Work alongside key stakeholders to develop, implement and review support strategies for individuals displaying behaviours of concern
- Liaise, provide updates and negotiate with involved services to ensure consistency of support across settings
- Commit to regular supervision, training and performance development reviews
- Maintain client data management records and provide written and electronic information as required and as per privacy and information policies
- Actively liaise and network with a number of external service providers, organisations and stakeholders within the community relevant to an individual client, with the view to providing the most appropriate and effective services to the people they support
- Ensure a positive reputation for Autism SA
- Develop and maintain positive working relationships with internal and external stakeholders
- Apply a person-centred and where required, trauma-informed care approach to work and interactions
- Work collaboratively with team members, and other internal and external stakeholders
- Share knowledge and information as appropriate with team members and other stakeholders in a timely and professional manner
- Adhere to organisational policies and procedures, relevant legislation and relevant standards
- Demonstrate a professional approach to own personal accountability
- Support innovation, and continuous improvement of work practices and procedures
- Undertake appropriate training and development to enhance ongoing personal growth and professional development
- Manage competing demands to ensure reports and data are completed and billable hours KPI are achieved
- 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

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## Special Requirements

- Reasonable additional hours of work may be required
- Availability to travel intra/interstate
- Willingness to successfully undertake Child Safe Environments Training
- Willingness to successfully undertake Responding to Risks of Harm, Abuse and Neglect – Education and Care (RRHAN-EC) Training

## PERSON SPECIFICATION

### Qualifications

- Minimum of a degree in Psychology, Developmental Education or related field
- Competencies to register as a Proficient Behaviour Support Practitioner under the NDIA PBS Capability Framework

### Registrations, Licences and Clearances

- Current registration with a relevant national professional governing body such as ACA, AHPRA, AASW, DEAI (desirable)
- Satisfactory Working with Children Check (facilitated through DHS)
- Satisfactory NDIS Worker Screening
- Satisfactory National Police Check
- Drivers Licence (C class)

### Experience, Knowledge and Skills

- Demonstrated experience in working with Positive Behavioural Support Framework
- Demonstrated experience in family and relationship counselling and / or cognitive behaviour therapy and / or other counselling therapies
- Demonstrated experience in training and teaching techniques including modelling, skill development, problem solving, reflection and resourcing
- A minimum of 1 year experience working with people who display behaviours of concern and / or require behaviour therapy
- Experience or a developing understanding of Functional Behaviour Assessments
- Knowledge of and/or past experience working with people with a diagnosis of Autism Spectrum, Intellectual Disability, Attention Deficit/Hyperactive Disorder, or other comorbid conditions
- Practical working knowledge and an understanding of the complexities that families with diverse backgrounds and abilities may face
- Knowledge and understanding of the relevant legislation and philosophies relating to people with a disability who are seeking behaviour support and/or behaviour therapy
- Developing knowledge of person-centred practices and principles
- Knowledge of statutory requirements relevant to the workplace
- Knowledge of the Disability Services Acts, Disability Discrimination Act
- Contribute positively to organisational management, and support operations towards the achievement of organisational goals
- 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