



Position Description

Therapeutic Behaviour Support Practitioner

Division-Program	Specialist Services
Reports To	Team Leader, Specialist Behaviour Services
Direct Reports	Nil
Level	CBChange Therapeutic Behaviour Support Practitioner – various levels aligned with NDISC Positive Behaviour Support Capability Framework
Location	Victoria – various locations
Salary	\$78,500 – \$115,500 per annum (full-time)
Date Prepared	06/02/2023

We are guided by our Purpose and Values

Our Purpose is the reason we exist, and at CBChange that is:

Understanding People, Transforming Lives, Cocreating an Inclusive World

Our Values guide all that we do:

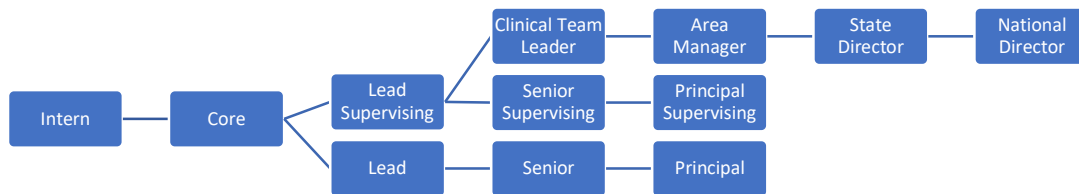
- ⚙️ At CBC we hold others in mind with **Compassion** and understanding.
- ⚙️ We act with **Courage**, challenging the status quo and advocating for the needs of vulnerable people.
- ⚙️ It's all about **Connection**, we seek to relate with transparency, dignity and respect.
- ⚙️ We show our **Character** by doing our best in all that we do, holding ourselves accountable for results and striving for always do better.
- ⚙️ Most of all we value **Cocreation**, working with others to achieve lasting and meaningful change.

We provide valued services to people of all ages and all abilities and to do this we need employees to join our team who are skilled professionals, guided by our purpose and values in all that they do, able to put our participants first, working with passion, commitment, and innovation to help others to realise their hopes and dreams.

About Specialist Services...

Comprising of a network of partially distributed teams, Specialist Services is a division of CBChange dedicated to providing safe and high-quality therapeutic support across a range of sectors including disability, out of home care, and schools. Our therapeutic behaviour support practitioners are all registered with the National Disability Insurance Scheme's Quality and Safeguards Commission to provide specialist behaviour supports with children, young people, and adults who engage in complex concerning behaviour.

Specialist Services offers excellent career development opportunities for Therapeutic Behaviour Support Practitioners in both clinical and leadership pathways, alongside ongoing co-working, coaching, mentoring, and supervision at all levels.



What it takes to inspire positive change...

CBChange Therapeutic Behaviour Support Practitioners are dedicated to supporting positive and lasting change in the lives of people with disabilities and those who care for and support them. With a passion for innovation and creativity, and a drive for self-initiated learning, they enjoy being challenged every day to discover new ways to empower others; be it through writing a clear and concise therapeutic formulation in an assessment report that supports everyone's shared understanding and vision, through delivering a training on a behaviour support plan to a group of direct support workers who will go away with increased compassion for the participant, or through modelling with a participant the mindfulness exercises that will help them achieve grounding when they are becoming overwhelmed.

A Therapeutic Behaviour Support Practitioner is not the expert on the participant and does not have all the answers. What they do have is a great deal of experience in building relationships with the real experts who already have a lot of the building blocks to reach the solutions: the participant and the people who know, love, and care for the participant.

- Actively promote CBChange's Purpose and Values in everyday work and in the community
- Provide services utilising the CBChange's BASIC System™ Therapeutic Model of Support, the knowledge and skills for which you develop through a comprehensive training and induction program
- Apply clinical knowledge and reasoning skills to support individuals, families, support staff and other professionals across sectors and settings
- Embed principals of evidence-based practice in all aspects of service delivery
- Face challenges head on with confidence, creativity, and resilience
- Work positively and collaboratively as a member of a multi/inter-disciplinary team and respect team values and participate in learning and development opportunities
- Provide support which reflects the Disability Services Standards, Child Safety, NDIS and other relevant legislative requirements and to report any potential breaches to CBC's management
- Follow and implement Work Health & Safety (WHS) guidelines and instructions

A Day in the Life of a Therapeutic Behaviour Support Practitioner...



9:00 AM

With water and fresh coffee at hand, settle into your home office to log in for the week's Team Bump-In via Microsoft Teams.

9:30 AM

Check Teams messages:

- Your Team Leader reviewed and signed off on your latest Interim Behaviour Support Plan
- You have been allocated a new participant and they are ready for their intake interview



9:45 AM

Check your Emails

- Email confirmation from a school principal for a visit tomorrow.
- Confirm your attendance for an upcoming professional development webinar on the impact of trauma on early childhood neurodevelopment.



10:00 AM

Log in to the NDIS portal PRODA to upload and submit the Interim Behaviour Support Plan that your team leader just signed off on.

- Email the implementing provider APO to inform that the Interim Behaviour Support Plan has been submitted.
- Email the participants care team and guardian to update them of the progress of the Interim BSP and let them know that as soon as it is authorised, you will send it to them.



10:45 AM

Ring the key contact person for a newly allocated participant to introduce yourself and schedule an intake interview for later in the week

11:00 AM

Head outside to stretch your legs and throw the ball for the dog. Refresh your water and grab a snack before getting back into work.



11:15 AM

Finish off a Safety Plan for a participant's family to implement in the home setting relating to their son's self-harming behaviours of concern. Email it to the parents for their review prior to your next home visit during which you will discuss it in more depth



12:00 PM

Put your Teams status on Do Not Disturb and get stuck into writing the functional behaviour assessment section of a participant's assessment report using all your notes and data collected last week.



1:15 PM

Stop for a lunch break and to make some personal phone calls

2:00 PM

Check your Teams messages and reply to an email from an Occupational Therapist needing to reschedule a Care Team Meeting.



2:15 PM

Finish graphing and summarising the behavioural and quality of life data sheets for your participant's functional behaviour assessment and write your formulation.



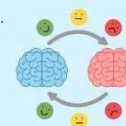
4:00PM

Join the Teams-based video meeting with your participant to facilitate reflective practice with them about what has been working well in the past two weeks and what has been challenging. Present via screen-share the emotional regulation tool you have created so that you both can tailor it to his interests, escalation cycle, and needs.



4:45 PM

Write up your case notes for the session and email the completed emotional regulation tool to your participant. Make a note in your clinical supervision record of an agenda item to be discussed in formal individual supervision tomorrow. Ensure all of your billable and admin hours are logged properly for the day in the client management system.



5:00 PM

Wish your colleagues a good evening on Teams, shut down your computer, and leave your work brain in the office as you head out into the lounge room to put the TV on, play a game with your kids, or head out for a run before dinner.

What you need to be successful in this role...

Key Selection Criteria

- A commitment to CBChange’s code of conduct
- Suitable registration with the NDIS Quality and Safeguards Commission as a Behaviour Support Practitioner with the ability to maintain suitability to deliver Specialist Behaviour Support under the NDIS. Practitioner registration number to be provided if applicable.
 - **CBChange Intern** = not yet NDISC registered - capabilities aligned with “Developing at Core” level
 - **CBChange Core** = NDISC registered at Core level
 - **CBChange Lead** = NDISC registered at Proficient level
 - **CBChange Senior** = NDISC registered at Advanced
 - **CBChange Principal** = NDISC registered at Specialist
- Relevant Tertiary Qualification in Psychology, Social Work, Occupational Therapy, Psychotherapy, Disability, Education, or Social Sciences
- Prior experience in the delivery of positive behaviour supports with people of varying ages with complex disabilities and complex therapeutic/behaviour support needs, including working with their families and/or other supports
- An understanding of Positive Behaviour Support principals in theory and in practice
- A commitment to engage in CBChange’s Inspiring Knowing Practice Series training, including training in the BASIC System Therapeutic Behaviour Support framework and work towards registration or eligibility for registration with the BASIC System Certification Board (BSCB)
- A sound understanding of relevant policy and legislation relating to provision of Specialist Behaviour Support and Restrictive Practices at a National and State/Territory jurisdictional level
- Demonstrated experience in delivering and evaluating relevant training for support staff
- Demonstrated advanced writing skills including utilising data collection tools, collating and analysing information, and preparing assessment reports and support plans
- Demonstrated capacity to quickly engage different groups of people, in a variety of contexts, and with differing levels of engagement
- The ability to work effectively with a range of stakeholders including individuals, families, Local Area Coordinators, NDIA, the Office of the Public Guardian, ADHC, other government agencies and specialist support services
- Demonstrated resilience in working autonomously within a remote/Outreach model
- The ability to complete and record the ratio of billable hours each day/week as required at your specific role level, reflecting good time management and case load management skills
- High level confidence using information technology, including navigating online working platforms such as Microsoft Teams, navigating CRM platforms such as Brevity, navigating creative design programs such as Canva, and ability to use Microsoft Office 365 programs
- The ability to collaborate and work respectfully and creatively as part of a team
- Working with Children Check and NDIS Worker Screening Check clearance
- Current driver’s licence, motor vehicle with comprehensive insurance, a willingness to drive as per role requirements
- Willingness to occasionally stay overnight if/when required to meet needs of remotely located participants
- Highly reliable internet, private office space, and a lockable cabinet

Please note this role includes a 6-month probation period for all new employees to CBChange.