



## POSITION DESCRIPTION

### **Behaviour Support Practitioner / Behaviour Support Practitioner (Development Pathway)**

**Position Title:** Behaviour Support Practitioner / Behaviour Support Practitioner (Development Pathway)

**Location:** Peel Region, Western Australia

**Work Type:** Full Time / Part Time (Negotiable)

**Work Arrangement:** Hybrid (Clinic, Community and Remote Work)

**Reports To:** Director / Clinical Lead

**Award / Classification:** Health Professionals and Support Services Award (where applicable)

## About All Round Wellness

All Round Wellness is a boutique allied health clinic providing behaviour support and psychology services across the Peel region. Our clinic is built around quality, relationships and meaningful outcomes. We intentionally maintain a collaborative environment where practitioners are supported through supervision, reflective practice and strong clinical leadership.

We value:

1. Ethical and person-centred practice
2. Professional integrity
3. Collaborative teamwork
4. Reflective thinking and continuous learning
5. Sustainable practitioner wellbeing
6. High quality client care

We are building a team of practitioners who want to contribute to a stable, values-driven workplace and make a meaningful difference in the lives of clients and families.



## Position Purpose

The Behaviour Support Practitioner supports people with disability, families and support teams through assessment, intervention planning and implementation of Positive Behaviour Support approaches. The role aims to improve quality of life outcomes, reduce restrictive practices and build capacity across support environments. The position is open to:

### Registered Pathway

Practitioners already registered with the NDIS Commission.

### Development Pathway

Professionals entering the field with allied health qualifications or significant disability sector experience and relevant further study who demonstrate alignment with behaviour support values and practice. Development pathway applicants will receive structured support, supervision and progression opportunities.

## Key Responsibilities

### Clinical Practice

1. Complete functional behaviour assessments and information gathering activities
2. Develop, review and update Interim and Comprehensive Behaviour Support Plans
3. Conduct observations, stakeholder interviews and data review
4. Develop proactive, skills-based and environmental support strategies
5. Support reduction and elimination of restrictive practices where relevant
6. Participate in multidisciplinary and stakeholder meetings
7. Monitor implementation and outcomes of support strategies
8. Maintain accurate client documentation and records



## **Client and Stakeholder Engagement**

1. Build positive therapeutic relationships with participants, families and support teams
2. Provide education and coaching to support workers and stakeholders
3. Collaborate respectfully with allied health professionals, coordinators and external services
4. Maintain person-centred and rights-based practice principles
5. Support client participation, dignity and quality of life outcomes

## **Documentation and Reporting**

1. Complete professional documentation within required timeframes
2. Maintain high standards of written communication and report writing
3. Prepare reports consistent with NDIS Practice Standards and organisational requirements
4. Maintain accurate file notes, monitoring systems and client records
5. Contribute to incident review and data interpretation where required

## **Team Participation**

1. Participate in supervision and reflective practice processes
2. Attend case conferencing and team meetings
3. Contribute to clinic resource development and service improvement initiatives
4. Participate positively in team culture and collaborative practice
5. Contribute to maintaining a professional and supportive workplace environment



## **Essential Criteria**

### **Registered Practitioner Applicants**

#### **Qualifications and Experience**

1. Relevant allied health qualification (Psychology, Social Work, Occupational Therapy, Speech Pathology or related discipline)
2. Registered Behaviour Support Practitioner status with the NDIS Commission
3. Experience within behaviour support practice

### **Development Pathway Applicants**

#### **Qualifications and Experience**

Applicants must meet one of the following:

1. Allied health qualification relevant to behaviour support practice
- OR
2. Significant disability sector experience combined with relevant tertiary study or professional development

Examples may include:

- Experienced disability support professionals
- Team leaders
- Behaviour implementation staff
- Allied health assistants progressing through further study

Demonstrated understanding of disability support and person-centred practice is essential.



## Essential Skills and Attributes

The successful applicant will demonstrate:

### Professional Skills

1. Strong written communication and report writing skills
2. High level interpersonal and relationship-building abilities
3. Critical thinking and problem-solving skills
4. Capacity for reflective practice
5. Strong organisation and time management skills
6. Competence using technology and documentation systems

### Personal Attributes

1. Professionalism and integrity
2. Warm and respectful communication
3. Reliability and accountability
4. Emotional maturity
5. Strong work ethic
6. Collaborative approach
7. Willingness to learn and grow
8. Genuine commitment to client wellbeing

## Compliance Requirements

Successful applicants must hold or obtain:

1. NDIS Worker Screening Clearance
2. Working With Children Check (where applicable)
3. Current Driver's Licence
4. National Police Clearance
5. Appropriate professional registration (where applicable)
6. Current First Aid (desirable)



## What We Offer

1. Hybrid flexibility
2. Structured supervision and support
3. Professional development opportunities
4. Clinical leadership and mentoring
5. Opportunity for progression within behaviour support
6. Collaborative boutique clinic environment
7. Established systems and referral pathways
8. Meaningful work with strong client focus

## Success in This Role Looks Like

Success in this role is demonstrated by:

1. High quality client outcomes
2. Ethical and person-centred practice
3. Strong stakeholder relationships
4. Professional documentation standards
5. Active participation in supervision and learning
6. Contribution to positive team culture
7. Commitment to sustainable, long-term practice

**Applications should include:**

- Current CV
- Cover Letter outlining experience, interest in the role and alignment with clinic values

Applications to:

**[cheriedorotich@all-round-wellness.com](mailto:cheriedorotich@all-round-wellness.com)**

For further information regarding remuneration, incentives and application process:

**[alexfinney@all-round-wellness.com](mailto:alexfinney@all-round-wellness.com)**