



Position Title:	Behaviour Support Practitioner - Proficient
Program:	Community Services and Allied Health
Division:	Specialist Behaviour Support
Salary Classification:	SBS Therapist – Proficient (Level 1 – Level 5) \$90,990.04 - \$104,551.89
Date:	August 2026

ROLE PUPOSE

The Behaviour Support Practitioner delivers Positive Behaviour Support (PBS) services to people with disability, using evidence-based and human rights-focused approaches to improve quality of life and reduce behaviours of concern.

The role conducts functional behavioural assessments, develops and implements behaviour support plans, and provides interventions that build individual strengths, independence, and positive outcomes. Working under the guidance of Specialist PBS Practitioners, the position supports participants, families, and support networks while contributing to safe, effective, and compliant service delivery.

The role also provides supervision to Core Practitioners where required and supports ongoing capability development within the PBS profession.

PRIMARY OBJECTIVES

- Deliver high-quality Positive Behaviour Support (PBS) services that improve quality of life and reduce the frequency and severity of behaviours of concern for people with disability.
- Conduct Functional Behaviour Assessments to identify the underlying causes of behaviours of concern and inform evidence-based support planning.
- Develop, implement, and review Interim and Comprehensive Behaviour Support Plans that promote independence, wellbeing, and positive outcomes while reducing restrictive practices.
- Partner with participants, families, carers, and support networks to build capability and ensure behaviour support strategies are effectively implemented across environments.
- Deliver evidence-based interventions and recommendations that help participants achieve their goals and enhance their everyday functioning and quality of life.
- Provide guidance and supervision to Core Behaviour Support Practitioners where required, while continuing to develop advanced PBS capability and professional expertise.
- Ensure practice aligns with NDIS requirements, human rights principles, legislative obligations, and organisational quality standards.

REPORTING RELATIONSHIPS

This role is based across Metropolitan Melbourne and surrounds office on Aboriginal Country. This reports to the Clinical Practice Lead – SBS & Psychology who will provide supervision and review.

EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Yooralla Code of Conduct, which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement.
- Raise all health, safety, and wellbeing issues or concerns with managers, observe all safe work procedures and instructions, and take reasonable care for their own safety and for the safety of work colleagues by always operating in a safe and appropriate manner.
- Participate in regular supervision, performance planning and review processes and probationary reviews.
- Complete mandatory training within designated timeframes.
- Promoting and protecting the human rights of people with disability, in accordance with the UN Convention on the Rights of Persons with Disabilities (CRPD) (2008).
- Working to ensure high-quality and safe supports and services for NDIS participants, meeting and exceeding the NDIS Practice Standards and Quality Indicators.
- Meeting obligations under all relevant Victorian and Commonwealth legislation.
- Berry Street Yooralla is committed to service delivery that prioritises and celebrates diversity and inclusion. Every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality, or religion.
- Berry Street Yooralla is committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify as LGBTIQ+.
- Berry Street Yooralla is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children, in accordance with our legal obligations including MO 1359 and child safe standards.

ROLE RESPONSIBILITIES	Specific responsibilities, duties and tasks
Clinical Case Management & Service Delivery	• Manage a clinical caseload within scope of practice. • Deliver evidence-based Positive Behaviour Support services that improve quality of life and reduce behaviours of concern. • Meet clinical KPIs and service delivery requirements. • Apply Positive Behaviour Support principles and disability practice knowledge in all aspects of service delivery.
Assessment & Behaviour Support Planning	• Conduct Functional Behaviour Assessments to identify the function of behaviours of concern and understand participant strengths, needs, and environmental influences. • Develop Interim Behaviour Support Plans within NDIS-required timeframes to address immediate risks. • Translate assessment findings into evidence-informed Comprehensive Behaviour Support Plans. • Recommend regulated restrictive practices in line with NDIS and Victorian authorisation requirements.
Implementation, Training & Stakeholder Engagement	• Implement Behaviour Support Plans across a variety of settings and environments. • Train and coach participants' support networks, including families, carers, and support workers, to effectively implement behaviour support strategies. • Collaborate with participants and key stakeholders to achieve positive behavioural and quality of life outcomes
Monitoring, Evaluation & Quality Outcomes	• Monitor and evaluate the effectiveness of Behaviour Support Plans against measurable outcomes. • Review participant progress and modify strategies to improve outcomes.

	Support the reduction of restrictive practices through proactive and evidence-based interventions.
Leadership, Supervision & Professional Development	- Engage in ongoing professional development to enhance PBS knowledge and capability. - Build and maintain evidence of capability in line with the NDIS PBS Capability Framework. - Provide supervision to Core Behaviour Support Practitioners when required and appropriate.
Compliance, Human Rights & Professional Practice	- Promote and protect the rights of people with disability through a human rights-based approach. - Apply complementary practice frameworks including person-centred active support, trauma-informed practice, reflective practice, and environmental enrichment. - Ensure compliance with NDIS Practice Standards, relevant legislation, professional ethics, and organisational policies.
Stakeholder Engagement	- Build and maintain collaborative relationships with DFFH, NDIS, community partners and relevant stakeholders to support coordinated service delivery. - Work collaboratively within multidisciplinary teams to support integrated service delivery. - Build positive relationships with families, carers and external stakeholders.
Other	- May be required to participate in a duty roster and/or work after hours; travel between sites; work flexibly based on operational needs. - Other duties as required.

KEY SELECTION CRITERIA

- Excellent communication skills (including public speaking, presentations, and facilitation skills) with the ability to convey information clearly and adapt style to suit different audiences.
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.

QUALIFICATIONS AND OTHER REQUIREMENTS

- Staff members must hold a valid WWCC, NDIS Worker Screening Check and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.
- Tertiary qualification in a relevant discipline such as **Psychology, Social Work, Occupational Therapy, Applied Behaviour Analysis, Disability, Health, or a related field**.
- Registration (or eligibility for registration) as a **Proficient Practitioner under the NDIS Positive Behaviour Support Capability Framework**.
- Previous experience working as a **Core or Proficient Practitioner within the NDIS PBS Capability Framework**.

HIGHLY DESIRABLE

- Previous experience working in a **disability-related field**, such as: Disability Support

Support Coordination
Disability Advocacy
Community Services roles.

OUR VALUES

We expect all staff to apply the Values in all aspects of their work.

- We put the person living with a disability first.
- We do better together - we work as a team.
- We speak up.

Berry Street Yooralla is committed to being a child safe, child friendly and child empowering organisation. **In everything we do we seek to protect children**

INHERENT REQUIREMENTS OF WORK ACTIVITIES/ENVIRONMENT

The following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
Client Facing and Service Delivery	Work with clients who may have a physical, psychiatric, or sensory disability.	Regular
	Interact with clients and members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Regular
	Work with complex clients which may expose you either directly or vicariously to emotionally challenging concepts such as self-harm, trauma, illegal activity and/or violence.	Regular
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Not Applicable
	Work in a client's home or their family home alone and/or with others.	Occasional
	Represent, advocate, and cooperate with legal processes which may include attendance to court.	Not Applicable
Work Environment	Manage demanding and changing workloads and competing priorities.	Regular
	Work in different geographic locations.	Regular
	Be exposed to all outdoor weather conditions.	Not Applicable
	Work via computer from home as required.	Regular

	Work office hours with the possibility of extended hours. Flexible arrangements by agreement.	Not Applicable
	Work rostered hours with the possibility of overtime.	Not Applicable
	Work on-call after hours.	Not Applicable
	Work in an open plan office with no assigned desk.	Regular
	Work in buildings which may require the use of stairs or elevators.	Regular
	Sit at a computer or in meetings/meeting rooms via video conference facilities or in person for extended periods.	Regular
	Work in educational or community facilities.	Occasional
	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Occasional
	Undertake training and professional development activities both internal and external to the organisation.	Regular
Administrative Tasks	Undertake administrative tasks which may include the following: computer work, filing, data entry, writing reports, case notes/plans and client records. Manage resources and budgets. Research and analyse information and data.	Daily
	Use technology including computers, photocopiers, telephones including mobiles, projectors, televisions, video conference facilities and electronic whiteboards.	Daily