



Position Title:	Specialist Behaviour Support – Advanced/Specialist Practitioner
Program:	Community Services and Allied Health
Division:	Specialist Behaviour Support
Salary Classification:	SBS Therapist – Advanced (Level 1 – Level 5) \$110,183.40 - \$141,154.51
Date:	August 2026

ROLE PUPOSE

The Specialist Behaviour Support (SBS) Advanced/Specialist Practitioner provides expert Positive Behaviour Support services to people with disability, using evidence-based, person-centred approaches to improve quality of life and reduce behaviours of concern.

The role manages a complex clinical caseload, conducts assessments, develops behaviour support strategies, and delivers therapeutic interventions. It also provides clinical supervision and mentoring to junior practitioners while contributing to specialist programs and organisational initiatives.

PRIMARY OBJECTIVES

- Deliver advanced Positive Behaviour Support (PBS) services that improve quality of life and reduce behaviours of concern for people with disability through evidence-based, person-centred interventions.
- Conduct comprehensive behavioural assessments and develop tailored behaviour support strategies that address the underlying causes of behaviours and build individual strengths, skills, and independence.
- Manage a complex clinical caseload while achieving quality, compliance, customer outcomes, and divisional KPI requirements.
- Provide clinical leadership through supervision, mentoring, and capability development of Core and Proficient Behaviour Support Practitioners, as well as supporting student placements.
- Contribute specialist expertise to strategic programs and priority client cohorts, including young people in Out of Home Care and individuals with complex support needs.
- Promote human rights, trauma-informed and neuro-affirming practice, ensuring compliance with NDIS Practice Standards, PBS Capability Framework requirements, and relevant legislation.

REPORTING RELATIONSHIPS

This role is based at Melbourne Metro and surrounds 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 Practice & Client Service Delivery	• Manage an advanced and complex Positive Behaviour Support caseload using person-centred and family-centred practice frameworks. • Conduct behavioural assessments and develop evidence-based behaviour support strategies and interventions. • Deliver Positive Behaviour Support services in line with the NDIS PBS Capability Framework at the Advanced level. • Provide therapeutic interventions, skill-building, counselling, and emotional regulation support to improve client outcomes and quality of life. • Apply trauma-informed, neuro-affirming, and rights-based approaches to assessment and intervention
Leadership, Supervision & Capability Building	• Provide clinical and practice supervision to Core and Proficient PBS Practitioners. • Support the development and capability uplift of less experienced practitioners. • Contribute to student supervision and placement programs. • Provide supervision to external practitioners through fee-for-service arrangements where applicable
Specialist Programs & Strategic Contribution	• Contribute specialist expertise to targeted programs and projects across the organisation. • Support priority client cohorts, including young people in Out of Home Care and individuals with early onset dementia. • Contribute to initiatives aligned with organisational and service delivery strategy

Stakeholder Engagement & Collaboration	• Partner with clients, families, carers, support networks, and multidisciplinary professionals to achieve positive outcomes. • Build effective relationships with internal and external stakeholders across disability, health, education, child protection, and community sectors. • Promote customer satisfaction and positive service experiences.
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.
- Registration as an **Advanced or Specialist Practitioner** under the **NDIS Positive Behaviour Support Capability Framework**.
- Current Drivers Licence

HIGHLY DESIRABLE

- Strong stakeholder engagement skills with health, education, disability, and community service providers.
- Proven change management, advocacy, and influencing capability.
- Experience working with **complex client cohorts**, particularly:
 - Young people in Out of Home Care
 - Individuals with early onset dementia
 - People with complex disability support needs

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.	Daily
	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.	Regular
	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.	Regular
	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.	Regular
	Use technology including computers, photocopiers, telephones including mobiles, projectors, televisions, video conference facilities and electronic whiteboards.	Regular