



PBC Specialised Behaviour Support

POSITION DESCRIPTION

Behaviour Support Practitioner

Position: **Positive Behaviour Support Practitioner** Reports to: **Senior Practitioner - PBC Specialised Behaviour Support**

Location: **Melbourne** Date: **September 9, 2026**

The Organisation

PBC Specialised Behaviour Support (PBC) is a provider of quality behaviour support services operating mainly in eastern and south-eastern metropolitan Melbourne. We are currently a small but highly experienced team of two practitioners with a combined 25 years' experience in behaviour support. This experience includes support for people with complex needs, multiple disabilities, and criminal justice system involvement. We pride ourselves on our willingness to take on these challenges and our ability to achieve positive outcomes.

Position Purpose

The role of the Behaviour Support Practitioner is to develop the skills and knowledge of others who provide support, and to use evidence-based practices which integrate theory and research into practice.

The Behaviour Support Practitioner will work collaboratively to promote human rights, respect, dignity, inclusion and a life without unnecessary restriction.

The role will provide expert practice advice, undertake assessments, develop, and review Behaviour Support Plans, make recommendations, identify and report Restrictive Practices, provide post incident support, provide direct therapeutic and behaviour intervention, as well as coaching, designing and implementing training.

The role requires flexibility to work across locations which may include residential houses, day programs, family homes and community settings.

Core Values

Effective teamwork with support providers, clinicians, families, and participants is critical for achieving positive outcomes. Integrity, honesty, and respect are core values for PBC.

Reporting Arrangements and Accountability

The Behaviour Practitioner reports directly to the PBC Senior Behaviour Support Practitioner. Support and guidance will also be provided by the PBC Director as required.

Job Context and Purpose

The Positive Behaviour Support Practitioner will deliver individualised strategies for people with disability that are responsive to the person's needs, in a way that increases quality of life, reduces the occurrence and impact of behaviours of concern, and minimises the use of restrictive practices. Behaviour support will be delivered under supervision of the Director and/or Senior Practitioner in accordance with Positive Behaviour Support Capability Framework and PBC's policies and procedures, vision and values.

Duties and Responsibilities

Subject to your experience, and with clinical support, you will play an integral part in achieving positive outcomes, involving but not limited to:

- Undertaking high quality Functional Behaviour Assessments.
- Using data collection tools, collating and analysing information.
- Designing, monitoring, and evaluating Behaviour Support Plans (interim and comprehensive) that meet both clinical and NDIS requirements in consultation with the person with disability, their networks and other relevant providers who will be implementing the plan.
- Translating and communicating theoretical understandings of positive behaviour support and related models for stakeholders.
- Providing training and communicating positive behaviour support strategies to participants, stakeholders and organisations involved in implementation.
- Focusing on person-centred interventions to address the underlying functions of behaviours of concern or challenging behaviours, while safeguarding the dignity and quality of life of people with disability who require specialist behaviour support.
- Planning and Delivering behaviour support approaches that comply with the NDIS Quality and Safeguarding Framework, NDIS Behaviour Support Rules 2018 and OH&S legislation.
- Following up on reportable incidents that suggest there are unmet behaviour support needs and make recommendations for implementation to address accordingly.
- Lodging behaviour support plans that contain regulated restrictive practices with the NDIS Quality and Safeguards Commission.
- Helping staff, NDIS participants, their families, and other decision-makers to understand the NDIS Commission's behaviour support function.
- Developing, monitoring, and actioning individualised behaviour response plans to mitigate incidents and risks.
- Ensuring services are delivered within the framework of PBC's policies and procedures, legislative requirements, and meeting the relevant service standards.

- Assisting in the quoting process for behaviour support to ensure there is adequate funding to deliver quality behaviour support functions.
- Keeping accurate records of billable hours to claim effectively.
- Keeping abreast of current and emerging best practice in relevant areas.
- Consulting with multidisciplinary teams where appropriate.
- Effectively dealing with sensitive and serious matters, respecting diversity and confidentiality requirements.
- Flexible working arrangements, assuming sufficient availability for clinical support and to adequately respond to participants' needs.

Responsibilities

This position may have relationships with a range of PBC employees, external service providers, organisations, and stakeholders within the community, with the view to providing the most appropriate and effective services and supports to the people they support. Examples of key relationships are:

- Participants
- Families
- Authorised Program Officers
- Service providers and stakeholders
- Internal and external behavioural support specialists
- Managers/Team Leaders/Delivery Leads
- Disability Support Workers
- Quality and Risk
- Therapists / Allied Health
- Support Coordinators
- Finance
- Medical Practitioners
- Victorian Senior Practitioner
- NDIS Quality and Safeguards Commission

Selection Criteria

Essential:

- Tertiary qualification or currently studying either Psychology / Occupational Therapy / Social Work / Diploma Community Services or have experience developing / overseeing behaviour supports as outlined in the PBS Capability Framework.
- At least 2 years' experience working in the disability field, though not necessarily all as a behaviour practitioner. Lived and/or family experience of disability will also be considered.
- A sound knowledge of best practice positive behaviour support, evidence-based approaches and trauma informed practice.
- Ability to work both autonomously and within a team.
- Clinical knowledge and expertise in providing functional behaviour assessments and demonstrate comprehensive behaviour support planning skills.

- Experience in providing clinical and/or functional behaviour assessment, intervention and support in the disability and out-of-home care sectors.
- A working knowledge of the NDIS Commission Behaviour Support Rules and relevant disability legislation.
- Commitment to improving the quality of life of people with a disability and demonstrated passion to reduce restrictive intervention.
- Demonstrate excellent interpersonal, communication and negotiation skills, and the ability to work collaboratively in high demand environments.
- Strong communication skills including effective interpersonal, conflict negotiation and resolution skills.
- Demonstrated ability to support others to effectively deliver behaviour support.
- Computer literacy, including proficiency in electronic records and data management tools.
- Endorsement with the NDIS Quality and Safeguards Commission as a recognised Behaviour Support Practitioner at Core Level or above.
- Satisfactory completion of safety screening including a National Police check, International Police check (if required), a current Victorian Working with Children Check (Employee), current Victorian Drivers Licence, and the right to work in Australia.

Desirable:

- Proven flexibility, adaptability and able to respond and adjust easily to change in work demands.
- A 'can do' attitude with the highest regard for others.
- Based in eastern or south-eastern Melbourne metropolitan area. Reflecting current PBC catchment. Applications from practitioners with a demonstrated high-level of independent practice based in other areas will be considered.

Terms and Conditions of Employment

Conditions

In order for PBC to fulfil funding and duty of care obligations, the position includes pre-engagement and ongoing requirements that must be met by the contractor by designated dates. These requirements include mandatory training, updating your police check and providing a copy of your Working with Children Check and Driver's Licence.

Pre-employment Requirements

- National Criminal History Records Check
- Provide a current Working with Children Card (WWCC)
- Completed NDIS Commission Online Training
- PRODA registration as an eligible worker (by commencement date).
- Current Victorian Driver's Licence and insured vehicle
- NDIS Worker Screening Clearance
- Right to work in Australia
- Infection prevention certificate
- Evidence of public liability and professional indemnity insurance



Independent Contractor

PBC Director

Name:

Name:

Signature:

Signature:

Date:

Date:

THIS POSITION DESCRIPTION IS SUBJECT TO REVIEW AND MAY CHANGE IN ACCORDANCE WITH PBC'S OPERATIONAL SERVICE AND PARTICIPANTS' NEEDS.

Paul Boomert

Director/Practitioner

PBC Specialised Behaviour Support

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