



Position Description

Position Title:	Behaviour Support Practitioner
Reports To:	Clinical Director
Interacts With:	Program Manager, Behaviour Technician and Administration Team
Probationary Period:	Three Months
Position Status:	Permanent Full Time (38 hours per week) Permanent Part Time (minimum of 20 hours per week)
Effective Date:	25 January 2021

The Behaviour Support Practitioner (BSP) is an integral part of the Aspire therapy team as their work directly influences the success of the child.

You will be responsible for the provision of therapy services in the implementation of programs and behaviour intervention plans for children, both in our clinic and in the community.

Under the ongoing supervision of a Board Certified Behaviour Analyst (BCBA), the BSP is responsible for responding to parent enquiries and referring any concerns about the child's program to the relevant Program Manager. You will be responsible for answering Behaviour Technicians' questions and ensuring consistency across programs by reading notes and data and liaising with the team and Program Manager to address specific concerns.

BSPs are responsible for the following duties:

- Provide regular high-quality therapy in home, school and clinic settings to individual children and assist with case management under the direction of the Program Manager
- Assist new families to set up the therapy environment prior to starting a program and ensure the environment is maintained during the course of therapy
- Initiate newly designed programs and probe for existing skill sets with clients prior to formal teaching, as per the direction of the Program Manager
- Provide high quality parent training and assist in presentations at training workshops
- Report to the Program Manager on client progress and provide recommendations for changes to the program prior to team meetings
- Implement changes made by the Program Manager at team meetings, including adding new programs with specific instructions to the therapy team about how each program should proceed.

- Proactively assist families to meet administrative program requirements (i.e. scheduling hours of therapy, scheduling external meetings with (pre)schools and Program Manager, providing necessary materials)
- Administrative responsibilities including the checking and marking of therapy data and notes
- Conduct First Steps programs under the guidance of a Program Manager
- Undertake all internal procedures to enable timely, compliant and accurate billing to clients
- Conduct VB-MAPP, PEAK and ESDM assessments and write reports once deemed competent by the Clinical Director
- Demonstrate workplace behaviours that align with Aspire's values and philosophy
- Other reasonable duties as directed

Essential Criteria:

This list is representative of the knowledge, skill and ability required to perform this role successfully:

1. You will have either:
 - completed the coursework and the majority of the supervised field experience to be eligible to sit the Behavior Analyst Certification Board exam OR
 - have a Bachelor of Psychology or other relevant degree OR 2 years full-time equivalent demonstrated experience as a Behaviour Technician or independent therapist, AND within 3 months of starting the role will have enrolled to commence the Behaviour Analytic coursework and commenced supervised field experience towards obtaining a BcaBA/BCBA.
2. Demonstrated ability to deliver First Steps program with the theoretical knowledge of Behavioural Skills Training
3. Practical and theoretical competence in teaching the Registered Behaviour Technician Task List (2nd Edition)
4. Experience working with families and children with additional needs, particularly ASD, utilising a family centered approach
5. Excellent interpersonal skills and the ability to build rapport with families
6. Demonstrated ability to work independently and implement skill-based programs for a wide variety of abilities
7. Practical competence in managing problem behaviour
8. Demonstrated ability to work collaboratively within a multidisciplinary team
9. Enthusiasm, flexibility and a commitment to quality delivery of services
10. A demonstrated ability to communicate effectively in English, both orally and in writing.

11. Hold a current driver license and have the use of a roadworthy and registered car to use for work purposes to travel to clients' homes
12. Competent use of Word, Excel, PowerPoint and ability to use email effectively
13. An acceptable Police Check
14. Hold a valid Working with Children Check or other relevant state children's check
15. Completion of the NSW Department of Education mandatory reporting module or similar as required by other states/territories

Career Progression:

A BSP will receive supervised field experience at Aspire towards obtaining their BCaBA/BCBA certification and Aspire endeavours to engage some external supervisors with specific experience to share (e.g. IISCA, RTT and ACT). Competent BSPs who have demonstrate their alignment to Aspire's values and a real passion for their work BCaBA/BCBA certification is highly regarded by Aspire and is required to progress to a Program Manager role.

Performance Expectations:

A full-time BSP is expected to undertake an average of 5 hours of therapy sessions/parent coaching/team meetings/assessments and report writing per day (pro-rata for part time).

Statement of Understanding:

I have read the above position description and job requirements. I confirm that I meet the essential criteria, I am capable of performing the outlined duties and I can satisfy the expectation of regular attendance at the work site. I further understand that signing this position description does not constitute a written or implied contract of employment.

Signature

Printed Name

Date