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| **Job Title** | Behaviour Consultant |
| **Responsible to** | Head of Behaviour Support |
| **Responsible for** | Developing and delivering Positive Behaviour Support (PBS) to teams across SeeAbility |

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| **Your Role** |
| **The factual bit**  This role is full-time (37.5 hours per week) and home-based with a requirement to travel across Kent frequently.  Reporting to the Head of Behaviour Support you will:   * Lead on the implementation of PBS across an identified region * Uphold and ensure a trauma-informed approach throughout your work and encourage this in the work of those around you * Support the business development team with assessments and transitions ensuring commercial viability and both clinical and operational safety for the people we support * Support the other members of the Clinical Assessment and Intervention Team (CAIT) to develop and deliver our clinical strategy   Ultimately, you will provide high quality PBS to support people with learning disabilities, autism, and sight-loss to live, love, thrive and belong  **Our Values**    **What you bring**  You will be a passionate and knowledgeable professional who is dedicated to improving the lives of people we support and their teams. You will have experience of leading teams to achieve greatness and building compassion-focused relationships with internal and external stakeholders.  It is essential that you have a minimum of a bachelor’s degree in applied Behaviour Analysis or a related field (e.g., Positive Behaviour Support), and desirable that you have, or are undertaking, an eligible master’s degree which places you on the pathway to become a BCBA or UKBA(Cert).  You’ll be either a full member or practising registrant of the UK Society for Behaviour Analysis (UK-SBA) and/or the Behavior Analyst Certification Board (BACB) where applicable.  You will have experience of and willingness to deliver training and workshops, ideally as a PROACT-SCIPr-UK® instructor – but don’t worry if not, we’ll provide your training!  You’ll have experience managing your diary autonomously to provide effective support across a wide geographical region. You’ll be able to work flexibly, both independently and as part of a team.  You’ll have strong interpersonal skills, and experience of working with people from different backgrounds and at different levels in an organisation.  You’ll have values that are congruent with SeeAbility’s mission. You’ll feel strongly about advocating for and empowering people with learning disabilities, autism, and sight-loss.  You’ll share the team’s passion for PBS and applied behaviour analysis, and will be enthusiastic about self-improvement, ensuring that you meet requirements for continuing professional development. |
| **Your responsibilities** |
| * Conducting functional behaviour assessments and other, evidence-based assessments to understand behaviour. * Coproduction of function-based PBS plans, crisis plans, and opportunity plans. Effective use of practice leadership to ensure these are embedded to provide the team with the right guidance (e.g., avoiding the ‘train and hope’ approach).      * Completion of restrictive practice audits and coproduction of plans to reduce restrictions over time. * Delivery of PROACT-SCIPr-UK® training to local teams, including occasional travel to other regions to support other trainers. * Delivery of proactive reflective practice sessions and clinical supervision to our support teams. * Flexible delivery of welfare checks and debriefs to both the people we support and their teams following challenging incidents. * Ongoing analysis of data to inform practice, including that related to incidents of behaviour that challenges and quality of life. * Other tasks commensurate with providing support under a PBS framework (e.g., writing analysis reports, attending governance meetings, signposting to other support, supporting outward referrals etc). * Work with the operational and business development teams to consider new referrals, complete assessments (which may require travel out of area), recommend support strategies, and work to deliver smooth transitions into SeeAbility support. * Effective use of our digital systems (e.g., iPlanit, SharePoint, Microsoft) to keep robust clinical notes and ensure confidentiality is upheld. |