



POSITION DESCRIPTION: POSITIVE BEHAVIOUR SUPPORT PRACTITIONER

Hours:	Part Time / Full Time (Minimum 0.5 FTE) Ongoing (subject to funding)
Location:	Fitzroy, Geelong or Canberra
Reports to:	Clinical Team Leader

The Organisation:

Australian Childhood Trauma Group specialises in childhood trauma and attachment. We provide therapeutic support services to government and non-government agencies, schools and individuals.

We are committed to being a child safe organisation and take child protection seriously. As an employee of the Australian Childhood Trauma Group you are required to meet the behaviour standards outlined in our Child Safety Code of Conduct. If you are successful you will receive a copy of this code as part of your induction. You may request to view the code prior to being interviewed for this position.

The ACT Group acknowledges Aboriginal and Torres Strait Islanders, as the traditional custodian of this land. We pay our respects to their elders, past and present, and their children and young people who are destined to be the leaders of the future. We acknowledge their culture and history, and their commitment to raising safe and strong children

Our vision is a world where the risk of complex trauma is eliminated, and survivors have access to effective services without prejudice.

Our values:

**Fairness,
Respect,
Equality,
Excellence**

Position Objectives

The Positive Behaviour Support Practitioner role exists to provide NDIS funded specialist behavioural interventions, to individuals who need support to gain positive behavioural changes to enhance their quality of life. It will deliver individualised strategies for people with a disability that are responsive to the person's needs, in a way that reduces the occurrence and impact of behaviours of concern and minimises the use of restrictive practices. The role will play a critical part in developing the behavioural service side of the business, through working closely with NDIS participants and other government departments to maximise opportunities for clients and the organisation

Working with the ACT Group, you will gain:

- Opportunity to work in a specialist area in trauma informed care
- Opportunity to work in various practice settings, gaining experience in schools, outreach, private counselling, assessments and more
- Supportive team environment with a strong focus on building positive team culture
- Opportunity to take a holistic approach to care and do broader systems work
- Opportunity to engage with children, young people and their families and provide intervention in creative and collaborative ways
- Ongoing professional development, and internal supervision opportunities.
- Flexible working arrangements

Key responsibilities and duties

- Planning and delivering behaviour support.
- Developing individualised strategies for people with a disability that are responsive to the person's needs, in a way that reduces the occurrence and impact of behaviours of concern and minimises the use of restrictive practices.
- Undertaking functional behavioural assessments to develop behaviour support plans containing evidence-based, proactive strategies that meet the specific needs of the person displaying behaviour of concern.
- Developing, overseeing and ensuring behaviour support plans to meet both clinical and NDIS requirements in consultation with the person with disability, their family, carers and other relevant people and service providers who will be implementing the plan.
- Use a strengths-based, person-centre, and reflective approach to ensure quality service delivery and a commitment to continuous improvement.

In compliance with our standards for Child Safety you are also required to:

- Provide a welcoming and safe environment for children and young people.
- Promote the safety and wellbeing of children and young people to whom we provide services.
- Ensure that your interactions with children and young people are positive and safe.
- Provide adequate care and supervision of children and young people in your charge.
- Act as a positive role model for children and young people.
- Report any suspicions, concerns, allegations or disclosures of alleged abuse to management.
- Maintain valid 'working with children' documentation.
- Undergo periodic 'national criminal history record' checks.
- Report to management any criminal charges or convictions you receive prior to and during the course of your employment/volunteering that may indicate a possible risk to children and young people.



Qualifications and requirements

Essential

- Tertiary qualifications in Allied Health, Mental Health, Social Work, Behavioural Science or Psychology
- Current registration with the appropriate professional body.
- Experience in the delivery of NDIS funded behaviour support at minimum core level.
- A current driver's licence and a willingness to travel and preparedness to be accommodated overnight when required, including interstate.
- Hold a valid Working with Children Check at all times and undergo National Police Checks as required.

Key Selection Criteria

Applicants are invited to submit their application addressing the following selection criteria:

- Clinical knowledge and expertise in providing behaviour assessments and comprehensive behaviour support planning skills.
- Experience in providing clinical and/or behaviour assessment, intervention and support in the disability, mental health and out-of-home care sectors.
- Experience delivering training on behaviour management.
- A working knowledge of the NDIS and relevant disability legislation.
- Strong communication skills including effective interpersonal, conflict negotiation, resolution skills and written communication.

Personal qualities and behavioural traits

Essential

- You will possess a willingness and capacity to embrace the Mission and Values of the Australian Childhood Trauma Group.
- Self-motivated, ability to work autonomously when required and work well within a team setting.
- Be flexible and able to share discipline specific expertise with the team and work respectfully within a multidisciplinary team.
- Excellent interpersonal skills, can build positive, professional relationships internally and externally, working with children, young people, families, governing bodies and other community organisations.
- High level of honesty and integrity.
- Maintain high levels of confidentiality.
- Dynamic and creative.

Relationships

This position will be trained and supported by the Clinical Lead with ongoing support and regular supervision.

Salary

This position has a salary range of \$75,613 - \$81,811, in congruent with Band Specialist classification, and is dependent on qualifications and experience, plus superannuation and organisational benefits, such as additional annual leave, internet allowance and IT infrastructure.

Conditions of Employment

The successful applicant will be subject to a Working with Children Check and Criminal History Records Check where applicable. Our organisation undertakes several screening processes to ensure the appropriate protection of children in our care. This includes reference checks, an identity check, qualification checks, and professional registration checks.

Successful applicants will need to provide a full COVID-19 vaccination and booster certificate.

Hours of Employment

As negotiated at interview: from 0.5 FTE to Full Time.

Acknowledgement

If have read and understood the requirements of this position.

Signed:

Date:

Name: