



**Job Title:** Behaviour Consultant

**Position Type:** 1 Casual Term Position with Supervision Hours ( approximately 15 hours/week, 12-month term)

**Location:** Greater Vancouver Area

**Start Date:** ASAP

**Compensation:** \$37.66 per hour plus 10.2% in lieu of vacation and other pay

posAbilities is a large, non-profit, agency that delivers services to people with developmental disabilities. We are currently looking for qualified **Punjabi or Hindi speaking** Behaviour Consultants to work with adults who have been diagnosed with Autism and/or other developmental disorders **living in the Vancouver Lower Mainland/Surrey/Delta area**. Our organization offers outreach consultation services to families, programs and other support teams based on the principles of behaviour. The focus is on working collaboratively with the teams to teach new skills and to address challenging behaviours with the purpose of improving the individual's quality of life.

The successful candidate will demonstrate good teamwork and collaboration to conduct assessments, collect data, write, and revise behaviour support plans, provide clinical support to staff and care providers and provide the team with ongoing training (as needed). The successful candidate will receive clinical support and supervision.

As there are trusting relationships to be formed in this position, long-term commitment is requested from all applicants.

#### **MANDATE:**

To develop function-based positive behaviour support plan, provide relevant training to support implementation, track progress and provide ongoing monitoring.

#### **SUCCESSFUL CANDIDATES MUST HAVE:**

- A Master degree (or enrolled and working towards a Master degree) in Applied Behaviour Analysis, education, psychology or a related discipline. BCBA qualification is strongly preferred.
- A minimum 2 years' experience providing support to adults and/or children with Autism Spectrum Disorder and/or other developmental disabilities.
- **Language competency of Punjabi or Hindi is required. Successful candidate must be able to speak in Hindi or Punjabi. Ability to also write in the language would be an asset.**
- A thorough understanding of the science of Applied Behaviour Analysis and the ability to communicate theories and principles effectively.
- The ability to conduct functional assessment (indirect, direct and experimental) and develop function-based interventions.
- Excellent interpersonal, verbal, and written communication skills, along with the ability to work independently.

#### **KEY DUTIES & RESPONSIBILITIES:**



- Identify and assess the needs of the individual
- Apply behavior principles and procedures based on the science of Applied Behaviour Analysis to develop the Behaviour Intervention Plan(s).
- An understanding of the framework of Positive Behaviour Support. Familiarity with Community Living BC Policy as it relates to Behaviour Support and Safety planning is an added asset.
- Provides competency-based training to families, caregivers and other such personnel in order to augment their skills when directly supporting the individual.
- Provides monthly reports of activities detailing hours spent with each client.
- Keeps informed on current literature and research.
- Work collaboratively with stakeholders including CLBC.
- Perform other duties as required.

The potential candidate must live in the Vancouver Lower Mainland/Surrey/Delta area. This is important for us to achieve efficiencies in the region.

We offer a wonderful work environment, a dedicated team of professionals to work with, and BCBA supervision. For more details about posAbilities, please visit [www.posAbilities.ca](http://www.posAbilities.ca).

**COVID-19 considerations:**

To ensure health and safety of our employees and persons served, posAbilities is in full compliance with WorkSafe pandemic safety protocols. We provide personal protective equipment and practice physical distancing wherever possible at all work sites.

Interested parties please apply online at [www.posAbilities.ca/careers](http://www.posAbilities.ca/careers), or via email at [careers@posAbilities.ca](mailto:careers@posAbilities.ca).