

## ROLE PROFILE

<b>ROLE TITLE</b>	Board Certified Behaviour Analyst
<b>GRADE</b>	Grade 8 (London)
<b>ACCOUNTABLE TO</b>	Head of Service
<b>ACCOUNTABLE FOR</b>	Work alongside manager, care staff and external agencies
<b>BUDGET RESPONSABILITIES</b>	Budget responsibility inclusive of funding applications

### JOB PURPOSE

To develop and manage a high quality behavioural support service to adults with learning disabilities and autism spectrum conditions, to develop behavioural support plans and strategies to promote growing independence and manage behaviours which limit an individual's opportunities.

### ACCOUNTABILITIES & RESPONSIBILITIES

1. Conducting functional behaviour assessments and analyses of behaviours' that challenge.
2. Conducting skills assessments and developing support plans with interventions to increase independence, confidence and autonomy and to work with individuals to reduce the risk of harm.
3. Producing reports and in depth data on behaviours, evidencing outcomes for individuals.
4. Developing and delivering workshops on positive behaviour support strategies for staff teams.
5. Offering supervision to members of staff working towards board certification.
6. Participating in and actively contributing to multi-disciplinary team meetings and interventions
7. Take the lead promoting Positive Behaviour Support.
8. To take an active role in the design of new services for people who engage in behaviour that challenges
9. To develop the philosophy of Positive Behaviour Support within the staff team, working to agreed standards, policies and procedures.
10. Work in line with the L&Q values and their competencies
11. To promote and foster collaborative working within L&Q Group.
12. To work collaboratively within defined systems with all internal teams.
13. To engage with and participate in a range of external agencies to promote Positive Behaviour Support and service provision.

TECHNICAL COMPETENCIES	
Education & Qualifications	<ul style="list-style-type: none"> <li>• Board Certified Behaviour Analyst with current registration with the Behaviour Analyst Certification Board.</li> </ul>
Knowledge & Experience	<ul style="list-style-type: none"> <li>• Ability to think analytically and apply problem-solving techniques.</li> <li>• Knowledge of practice issues relating to a range of client groups, specifically vulnerable women and individuals with complex needs, including autism spectrum conditions and learning disabilities.</li> <li>• Carrying out assessments and analytical evidencing to ensure plans and interventions are embedded in the theory and philosophy of Positive Behaviour Support and are achieving positive outcomes for the individuals within the scheme.</li> <li>• Demonstrable and relevant experience with respect to Applied Behavioural Analysis, Positive Behaviour Support, Learning Disabilities and Autistic Spectrum Conditions.</li> <li>• Working in partnership with relevant stake holders.</li> <li>• Managing/supervising and quality auditing the work of others.</li> <li>• Experience of disseminating appropriate information to staff.</li> </ul>
Skills & Abilities	<ul style="list-style-type: none"> <li>• Maintain accurate and up-to-date systems.</li> <li>• Management of case load.</li> <li>• Risk Assessment and Risk management planning.</li> <li>• Good proficiency in using IT.</li> <li>• Support skills relevant to client group.</li> <li>• Planning &amp; organising.</li> <li>• Excellent communication skills.</li> <li>• To work flexibly.</li> <li>• To manage teams and supervise those who deliver behaviour analytic interventions.</li> </ul>

OTHER REQUIREMENTS	
Essential Car User	This role does require the post holder to hold a full UK driving licence and have access to a vehicle.
DBS	<p>This role requires the post holder to have close contact with children/vulnerable adults overnight or for three or <u>Terms of reference</u></p> <p>Children – anyone under the age of 18</p> <p>Vulnerable adults – people with mental health needs, a disability of any sort, behavioural problems, older people and victims of abuse.</p> <p>Close contact – unsupervised access to the individual or access to sensitive records regarding the individual.</p>

<b>Business Continuity</b>	This role has been identified as an Essential Business Continuity Role.
<b>Evenings and Weekends</b>	This role requires the post holder to work on a flexible basis as required by the service. This may include evenings and weekends.

<b>L&amp;Q VALUES – SHARED BY EVERYONE</b>	
<b>People</b>	We care about the happiness and wellbeing of our customers and employees.
<b>Passion</b>	We approach everything with energy, determination and enthusiasm
<b>Inclusion</b>	We draw strength from our differences and work collaboratively.
<b>Responsibility</b>	We own problems and deliver effective, lasting solutions
<b>Impact</b>	We measure what we do by the difference we make.