

## JOB DESCRIPTION AND STATEMENT OF DUTIES

<b>JOB TITLE:</b>	Behaviour Support Specialist
<b>TEAM:</b>	Clinic
<b>LINE MANAGER:</b>	Senior Psychologist
<b>KEY RELATIONSHIPS:</b>	The Behaviour Support Specialist will maintain primary relationships with the Chief Executive Officer, Clinic Coordinator, Senior Psychologist and all other members of the KARI OOHC teams, the children, young people, and families.
<b>TERMS AND CONDITIONS:</b>	Health Professionals and Support Services Award 2010
<b>BASE SALARY:</b>	\$72,000 (Dependent on qualification & experience) Full Time Position or Pro Rata for Part Time Position
<b>PACKAGE BENEFITS:</b>	Superannuation as per Superannuation Guarantee Charge (currently 9.5%). Option for salary sacrifice paid to any employee debt or bill.

### 1. JOB PURPOSE

The Behaviour Support Specialist will form part of the Clinic Team and will provide therapeutic clinical expertise and support in developing and implementing professional, evidence-base and informative Behaviour Support Plans for children and young people in KARI's OOHC Program. Behaviour Support Plans are to be developed in collaboration with children, young people, carers, caseworkers, managers, the KARI Clinic team, medical professionals and any other key stakeholders.

### 2. DUTIES AND RESPONSIBILITIES

- Developing comprehensive Behaviour Support Plans that are therapeutic, incorporate positive behaviour strategies and are compliant with the legislative requirements of the PSP program in a timely manner.
- Show demonstrated knowledge in de-escalation techniques and an understanding of the use of restrictive practices as a response.
- Engage young people, carers and other persons involved in care of the child in the implementation of the Behaviour Support Plan.
- Train carers and key support people in the implementation of strategies to support a child or young person in their natural environment such as their home, educational institution or any other program and work collaboratively with relevant stakeholders



- Use a positive behavioural and strengths-based approach with a clear focus on person-centred interventions, with the aim of reducing and eliminating the use of restrictive practices.
- Use research evidence and professional reasoning when recommending the most appropriate Behaviour Support Plan therapy strategies, duration, location, and timing.
- Build effective relationships with participants while maintaining appropriate and professional boundaries.
- Work autonomously under general direction in functions requiring the application of skills and knowledge appropriate to the role. Demonstrate excellent skills in managing time, setting priorities, complex planning and organising own work to achieve specific objectives.
- Produce clear and timely Behaviour Support Management Plans in accordance with the OOHHC Standards. This includes comprehensive and holistic assessment and delivering behavioural modifications to carers in a respectful and collaborative manner.
- Develop and provide psycho-education training to carers with a particular focus on positive behaviour management strategies of children and young people.
- Adopt a multidisciplinary and transdisciplinary model where appropriate.
- Maintain links/partnerships with external agencies such as libraries and academic institutions for the purpose of maintaining professional knowledge to be disseminated across the service.
- Attend relevant training or conferences.
- Attend case conference meetings/placement disruption meetings and any other relevant meetings in relation to the case management and referral pathways of individual children/young people and or parents/carers.
- Provide relevant training, support and consultation to KARI caseworkers as approved by the Senior Psychologist or Clinic Manager.
- Attend monthly supervision meetings with the Senior Psychologist and complete the tasks identified at these meetings. Identify personal learning needs and give feedback on the service including the identification of gaps and areas for improvement.
- Attend any KARI meetings as requested by the Senior Psychologist or Clinic Manger.
- Undertake and actively participate in regular evaluations of the service and take part in annual appraisals and team planning days.
- Contribute to the development and maintenance of a positive, supportive and collaborative team environment including the ongoing learning of all team members through the sharing of ideas and feedback from training.
- Advocate for KARI and Aboriginal people, children and young people in the sector.
- Conduct any other relevant duties as directed by the Senior Psychologist or Clinic Manger.

### 3. ELIGIBILITY REQUIREMENTS

- Bachelor qualification in Social Work, Psychology, Counselling or Allied Health field.
- Current registration with AHPRA or relevant professional body as required.
- Undergraduate and/or postgraduate work experience in a related field.
- Understanding of Trauma Informed principles in behaviour support
- Possession of a current NSW Drivers License – minimum P2 and willingness to travel across metropolitan Sydney to provide services.
- Working with Children Check and National Police Check clearance.

### 4. SELECTION CRITERIA

- Demonstrated knowledge and understanding of the issues affecting Aboriginal communities, families and children.
- Demonstrated understanding of Attachment and Trauma Theories, their relationship to child abuse and neglect, together with an understanding of social, emotional, psychological and cognitive wellbeing and an ability to assist others to understand their associated implications.
- Solid experience as a Behaviour Support Practitioner, including assessing, developing, and implementing Positive Behaviour Support Plans.
- Knowledge and understanding of assessment and support strategies for parents/carers.
- Knowledge of legislation and policy/procedures in relation to the care of children and young people including child protection issues.
- Ability to work both autonomously and as a member of the multidisciplinary KARI Clinic Team.
- Strong time management skills and the ability to work independently and as part of a multidisciplinary team.
- Good computer skills with knowledge of the Microsoft Office package of tools, Outlook and capacity to navigate the internet for work purposes.
- Ability to work co-operatively and respectfully with team members, foster carers, families and professionals from various agencies and cultural backgrounds.

~~In signing this Job Description, the employee acknowledges that they have read the document and understand its contents.~~

<del>Employees Name:</del>			
<del>Signature:</del>		<del>Date:</del>	

Authorised <del>KARI</del> Representative Name:			
Signature:		Date:	

<b><del>APPROVED TO SAVE ON POLICY DRIVE AND DISTRIBUTE TO STAFF</del></b>			
<b><del>CASEY RALPH</del></b> <b><del>CEO:</del></b>		<b><del>DATE:</del></b>	