

Job Description

POSITION:	Behavioural Therapist
ACCOUNTABILITY:	Behaviour Analyst
CLASSIFICATION:	Contract
DATE APPROVED:	July 31, 2019

JOB PURPOSE

Reporting to the Behavioural Analyst, the Behavioural Therapist will provide behaviour planning and consultation services to caregivers, families and those with Autism Spectrum Disorder, other developmental disorders, and behavioural challenges. The Behavioural Therapist will work in collaboration with other members of the Agency's Prevention and Protection Services, including the Physician, and will be a key component of the clients' circle of care. The Behavioural Therapist will lead behavioural programming in consultation with the Behavioural Analyst. The Behavioural Therapist will provide one-to-one therapy and group therapy based upon the principles of Applied Behavioural Analysis.

KEY JOB FUNCTIONS

Assessment and Consultation:

Provide culturally relevant assessment and consultation services to clients via referral process associated with the Children's Mental Health Services department, including children, youth, emerging adult and adult client populations.

- Provide initial and on-going assessments
- Develop and document therapeutic intervention plans for children directly related to assessment results and based on industry best practice and Applied Behavioural Analysis principles
- Measure the child's performance and progress with regular updates to the child's customized plan
- Provide training to parents, families, caregivers and front line staff in implementing these interventions
- Provide recommendations and treatment planning direction associated to client/family wellness
- Develop an Individualized Service Plan summary client's context, goals and specific recommendations to reach those goals
- Assist the family with determining behavioral priorities
- Create a behavioral definition of the priority behavior(s)
- Directly observe and gather data on those behaviors
- Check for reliability and social validity of data gathered
- Develop and write behavioral intervention programs using Applied Behavioural Analysis principles and procedures
- Train team members on data gathering and implementation of the intervention programs using hands-on, role play, etc.
- Monitor the on-going program implementation and recommend program adaptations accordingly
- Respond to crisis situations and/or supervise response to emergency and crisis situations
- Maintain regular contact with the family and team members
- Keep abreast of current literature and research in the field

Program Support:

- Work collaboratively with other team members to support the needs of clients
- Consult with Physician and makes appropriate referrals for Physician services as indicated by client needs
- Assist in the development of treatment plans, identifying therapeutic support and community resources to be leveraged to support mental wellness outcomes
- Ensure interventions are consistent with cultural teachings and are appropriate in addressing behaviours and symptoms related to various mental health and substance use concerns and diagnoses
- Ensure a Circle of Care approach is used in case planning to promote mental wellness outcomes with the contributions of the client's support network including family, caregivers, school, daycare, medical team and other community supports

- Advocate and/or liaison with Agency staff/on-reserve Service Teams as well as medical, educational and social services in the community to promote and support the client's mental wellness needs
- Liaise with other members of the Agency/On-Reserve family service delivery and/or health services team to ensure client's needs are being addressed in accordance with the treatment plan
- Ensure any child welfare issues are documented and referred to the Agency's child welfare team for follow up
- Provide monthly quantifiable data including number of client's served, direct therapeutic service hours, case planning meetings, meetings with family members, agencies and other resources
- Monitor outcomes and provide a quarterly progress report using the appropriate Agency assessment tool(s)
- Participate in the training curriculum provided through the Agency
- Provide in-service training to Prevention and Protection teams
- Recommend and advocate for appropriate internal and external referrals to meet the needs of clients and families serviced
- Participate in regular Team meetings to support and provide service planning recommendations during case reviews

Administration and Reporting:

Complete administrative functions and reports and adhere to Agency policies, procedures and relevant practices.

- Ensure confidentiality and safekeeping of all Agency documents and records
- Develop and maintain accurate, up-to-date and concise work files
- Prepare and deliver reports
- Work in compliance with the Occupational Health and Safety Act and any other relevant legislation
- Prepare and submit monthly reports, attendance records and travel expense claims
- Follow the Agency's human resources, finance and other policies and procedures in the performance of duties

Other Duties:

- Participate in internal or external committees as required or assigned
- Other duties as required and assigned

QUALIFICATIONS

Minimum Education

- Bachelor's Degree in Psychology or related humanities field
- ABA – Applied Behavioral Analysis Certification and/or Training
- Non-Violent Crisis Physical Intervention (NVCPI) training

Minimum Experience

- Five (5) years' direct experience working with children and families
- Experience working with children with Autism, PDD or other developmental disorders
- Experience implementing ABA or previous experience as a Behavioural Therapist
- Experience in a clinical environment
- Experience conducting assessments, developing treatment implementation strategies and training others to implement strategies
- Experience working with people who have behavioral challenges
- Experience working with Aboriginal people, organizations and communities

Knowledge Requirements

- Knowledge of Nogdawindamin programs and services
- Respect for, sensitivity towards as well as knowledge and understanding of Anishnawbek culture, traditions and the Seven Grandfather Teachings
- Knowledge of relevant legislative framework and policies reflecting current child welfare practice and delivery of mental health services
- Knowledge and understanding of evidence informed based practices for promoting trauma, attachment, resilience and wellness-based mental health program services to adults and their families

- Knowledge of First Nation service delivery, customs and traditions in responding to child welfare concerns
- Knowledge of external service and service agencies

Special Skills

- Certified in Picture Exchange Communication System (PECS) for non-vocal learners would be a definite asset
- Knowledge and experience with The Assessment of Basic Language and Learning Skills (ABLLS)
- Enthusiasm working one-on-one or in small groups with children with exceptionalities
- Strong assessment and evaluative skills relating to mental health disorders of children and adults
- Excellent interpersonal and communication skills
- Demonstrated excellence in conflict resolution, mediation, and problem solving
- Strong organizational and administrative skills
- High level of initiative and self-direction
- Excellent time management skills
- Excellent computer skills
- Strong professional ethics
- Ability to provide training to parents, families, caregivers and staff on ABA Principles
- Ability to translate relevant legislation into Agency language, policies and procedures
- Ability to work with Mental Health Professionals, SLPs, OTs, CDAs to provide comprehensive services including implementing of trauma informed practices
- Ability to work with children with dual-diagnosis
- Proven ability to work with First Nation communities and people
- Ability to facilitate strong inter-departmental relationships
- Ability to teach and transfer behavioral skills effectively
- Ability to establish and maintain effective working relationships and to develop strong, effective teams
- Demonstrated ability to lead and coach others utilizing a collaborative and strengths-based approach
- Ability to follow prescribed behavioral protocols
- Ability to manage multiple priorities, projects or programs
- Ability to take initiative and work independently
- Ability to work within a team environment
- Ability to meet deadlines and work flexible hours
- Ability to work with confidential and sensitive information
- Ability to understand and speak Anishnaabemowin is a definite asset

Other Requirements

- Must provide a clear Police Records Check with Vulnerable Sector Check
- Must have a Class 'G' Ontario Driver's License, access to a vehicle and the ability to travel
- Must have \$1M automobile insurance coverage

WORK SITE LOCATION

The position(s) will be based out of the satellite offices between Sault Ste. Marie and Sudbury.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

While performing the duties of this job, the Behavioural Therapist will typically be in a home or office setting with regular meetings with adults, families and other professionals. The Behavioural Therapist is frequently required to operate a computer, file and retrieve written documents, and work overtime when required or during emergency situations.

The physical demands include but are not limited to, standing, sitting, walking, lifting, carrying, reaching, handling, kneeling, crouching and bending. The Behavioral Consultant will be required to travel to meetings in the province of Ontario.

The Behavioural Therapist must be able to multi-task within a fast-paced, high-volume and demanding environment. The Behavioural Therapist absorbs and interprets information from multiple parties on a regular basis and is required to listen and reconcile multiple points of view, which can be mentally challenging. The Behavioural Therapist will experience and be responsible to cope with the pressures of dealing with clients in crisis. As a result, this position is more emotionally challenging than physically challenging. There will be extended periods of sitting required when performing administrative tasks and while attending meetings.

Non-physical demands include a work environment where the noise level is usually quiet to moderate, but may be loud on occasion. The nature of the position may expose the Behavioural Therapist to moderate levels of tension when dealing with issues. The level of tension is usually moderate, with high levels of tension occurring occasionally.

The Behavioral Consultant may be exposed to potentially hazardous environments including driving conditions and volatile situations during home visits.

TECHNOLOGY & EQUIPMENT

Computer, photocopier, telephone, fax machine and cell phone

SUPERVISORY RESPONSIBILITY

The position is not required to supervise any employees.

KEY RELATIONSHIPS

Internal

The position requires interaction with the Executive Director, Director of Services, Physician, Children’s Mental Health Services Manager, Senior Managers, Protection and Resource Managers, Team Supervisors, Child and Youth/Family Services Clinicians, Cultural Services Department, Administrative Assistant and other staff.

External

The Behavioural Therapist will interact with First Nation communities, and other service related agencies.

DISCLAIMER

This document describes the position currently available and is only a summary of the typical functions of the job. It is not an employment contract. The above job description is not an exhaustive list of the duties, responsibilities, working conditions or skills required for this position. Additional duties may be assigned. Nogdawindamin Family and Community Services reserves the right to modify job duties or the job description at any time.

SIGNATURE

This is to acknowledge that I have received a copy of this job description and understand its contents.

Signature of Employee

Date