



Family & Children's Services of Renfrew County

Together, A Caring Community.

BEHAVIOUR CONSULTANT

Department:	Developmental Services, Behaviour
Accountability:	Supervisor with Developmental Services
Location:	Renfrew County

Family & Children's Services of Renfrew County is a multi-service agency committed to providing preventative, protective and socially inclusive services and programming that empower and strengthen everyone. We are focused on cultivating a team-oriented work environment where everyone thrives. Our goal is to develop and strengthen collaborative partnerships to increase availability, accessibility and quality of care to our communities. Our agency commitments include: moving forward Anti-Oppressive Practice, French Language Services and working alongside our Indigenous Communities.

POSITION SUMMARY:

The role of the Behaviour Consultant is to provide programming and recommendations based on Applied Behavioural Analysis, through mediator training to agencies, families, and individuals of Renfrew County. The Behaviour Consultant provides assistance to individuals with developmental disabilities to participate to the best of their ability in full, socially inclusive environments. The Behaviour Consultant communicates regularly to all involved with the individual to explain programming, monitor programming and to maintain consistency among caregivers.

GENERAL RESPONSIBILITIES:

- Conduct a thorough behavioural functional assessment
- Design, develop, implement and monitor individual therapeutic treatment plans for behaviour change and skill promotion
- Collect, review, analyze and monitor data to gauge success of programming and change programming based on said data
- Administer and score psychological assessments
- Recommend and/or prepare materials that support the Behaviour Support Plan
- Adhere to clinical standards and completion of clinical files/reports within policy and implement the least intrusive/restrictive model of intervention

- Develop, implement and supervise training of mediators, individually or in groups, in the principles and procedures of behaviour management
- Participate in developing and delivering workshops and presentations on behaviour analysis, behaviour interventions, and related topics
- Follow policy and procedures mandated by Developmental Services and Family and Children's Services of Renfrew County
- Report to and review caseload and programming with the Supervisor and Consulting Psychologist on a regular basis
- Liaise with consumers, families, agencies, and other professionals within and outside of Renfrew County
- Maintain Quality Assurance Measures (QAM) requirements with adult files
- Prepare Behaviour Support Plans that follow best practice for children and follow QAM requirements for adult files
- Prepare Behaviour Support Plans for adults with challenging behaviour and present them for approval by a Third Party Review Committee
- Develop, implement, and facilitate the evaluation of on-going education and training for community agencies and parents to carry out the Behaviour Support Plan
- Work closely with Case Managers to assist individuals/families and caregivers to meet the goals outlined within Individual Support Plans and Behaviour Support Plans
- Work collaboratively with a multi-disciplinary team within the agency and within the community

PERFORMANCE INDICATORS:

- Presents information in a concise coherent manner to the Consulting Psychologist
- Attends all supervision, team and agency meetings
- Maintains a designated caseload
- Clinical notes and reports are completed in the designated time frame
- BSP's are completed as per best practice and QAM regulations
- Administrative and time tracking reports are completed in a timely manner
- Confidentiality is maintained as per policy and procedures and legislation
- Schedules client visits and travel in an efficient manner
- Maintains collegial working relationships with clients, families, caregivers, colleagues and other agencies and professionals using an AOP and SOS lens and using a strength based approach.

SKILLS & REQUIREMENTS:

- Ability to identify systemic barriers to equity and anti-oppressive practices and apply this lens to your work with FCSRC.
- Knowledge, experience, and understanding of the culture, history and current oppressions experienced by marginalized groups.

- Ability to understand and apply anti-colonial, anti-racist, anti-ableist, anti-cisgenderist, anti-ageist, anti-classist, anti-heterosexist lenses to social problems.
- Ability to demonstrate critical thinking and implement evidence-based research into practice
- Understanding of the CYFSA, Signs of Safety, Anti-Oppressive Practice and Strength-Based approach
- Demonstrate experience and knowledge of ethical and professional standards
- Commitment to the least intrusive/restrictive model and community referenced intervention
- Experience in the provision of assessment, treatment and training programs
- Excellent written, verbal communication skills
- Reliable automobile and valid driver's license
- Work flexible hours
- Ability to work independently and as a team member
- Possess experience with statistical/data summary computer software
- Able to effectively use Microsoft office programs

KNOWLEDGE & EXPERIENCE:

- Behavioral Science Diploma (formally Behaviour Science Technology) or Honours Bachelor of Behavioural Psychology (through St. Lawrence College)
- 2 years work experience using Applied Behaviour Analysis preferred
- Experience working with individuals with developmental/intellectual disabilities
- French Language skills considered an asset

SALARY:

As per Collective agreement.