

Career Opportunity - Positive Behaviour Support (PBS) Consultant

BGC of Central Vancouver Island (BGCCVI) is a registered non-profit and charitable organization serving over 1200 children, youth, and families at 15 locations in Central Vancouver Island area, through enriching programs. This position will provide a challenging and satisfying career opportunity for those seeking to make a positive contribution to the future of children and youth.

The PBS Consultant follows the Positive Behaviour Support (PBS) model of service delivery to assist families and caregivers who are caring for children with diverse needs and moderate to severe challenging behaviours. The Consultant meets with families in their homes to carry out assessment, collect data, develop a PBS Plan, and assist with implementation. The role works collaboratively with other service providers (e.g. school, personnel, counselors, psychiatrists, CYMH, and interventionists) to facilitate successful family and community experiences for individuals with a range of Neurodiverse needs, including autism spectrum disorder, and/or Developmental Delays.

What's in it for you?

- Competitive salary \$35/hr
- Benefits after probation including dental care, extended health care, vision care, and Group RRSP
- 50% reduction on childcare fees
- Paid training and development opportunities

Job Duties

- Develops and implements Positive Behaviour Support (PBS) Plans and Safety Plans in collaboration with families and other professionals involved.
- Conducts Functional Assessment Interviews and Functional Assessment Observations for each child and uses other assessment tools as needed.
- Forms a collaborative relationship with parents or caregivers and ensures families goals and values are maintained through the three phases of service: Assessment and Goal Creation; Implementation; and Maintenance.
- Educates caregivers on neurodiversity and various diagnoses such as ADHD, Autism, FASD, ODD, ID, and Anxiety.

- Supports caregivers in understanding their child's unique strengths and needs in relation to their diagnosis, and how these may play a role in both challenging behaviours and PBS plan development
- Provides written Positive Behaviour Plans and monitors progress and collects data on target behaviours
- Coaches families, caregivers and other professionals on PBS strategies and assist in teaching the child functional alternative replacement behaviours on a weekly basis.
- Works to reduce barriers to service and assists families and caregivers in advocating for their child's needs.

The successful candidate must meet the following requirements

Education

- A Master's degree in Psychology or Social/Human Services, or the appropriate combination of a bachelor's degree in a social/human services and hands on experience with people with neurodiversity.
- Completed training, courses and/or experience in behavioural psychology with emphasis in the field of neurodiversity and developmental delays; and in the development and implementation of behavioural intervention strategies is required.
- Knowledge and training in Positive Behavioural Support (PBS) and/or RBT (Registered Behaviour Therapist) training is an asset.
- The Behaviour Analyst Certification Board (BACB®) Verified Course Sequence towards becoming a (Board Certified Behaviour Analyst (BCBA®) is an asset.

Experience

- Three to five years previous experience in direct service to persons with neurodiversity and/or developmental delays and in the development and implementation of behavioural interventions is required.
- Experience in working in consultation with an interdisciplinary team, collaborating with caregivers and providing direct coaching to caregivers is preferred.

Knowledge, skills, and abilities

- Ability to train, teach and transfer behavioural skills effectively using Behaviour Skills Training
- Adaptability and flexibility in working with families, caregivers, and diverse teams
- Ability to support families in advocacy for their child

- Excellent communication, written and verbal skills
- This position is expected to juggle a heavy caseload with complex family situations
- Strong organization, time, and general management skills
- A strong understanding of Applied Behavioural Analysis, Positive Behaviour Support, Neurodiversity, and other Developmental Delays

Location: Nanaimo

Please send your cover letter and resume to careers@bgccvi.com

BGC Central Vancouver Island is an equity employer and encourages applications from persons with disabilities, members of visible minorities, Indigenous people, people of all sexual orientations and genders, and others who may contribute to a diverse and inclusive staff team. We appreciate and thank all applicants for their interest, however only short-listed candidates will be contacted.

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