

Behaviour Advisor

Department: Children, Young People, Education and Skills (CYPES)

Division: Integrated Services and Commissioning Directorate

Reports to: Team Manager – Children and Families Hub Service

JE Ref: CYP1174

Grade: CS10

JE Date: 05/10/2023

Job purpose

To conduct detailed functional behaviour assessments using the techniques of Applied Behaviour Analysis (ABA) and develop Positive Behavioural Support (PBS) plans for children who present challenging behaviour in partnership with their families to help them make changes in their lives, to become resilient and achieve positive outcomes, as part of the Early Help approach utilising the Jersey's Children First practice model.

To provide consultation, advice and training to parents/carers and practitioners in the team around the child and family on a range of issues related to managing challenging behaviour.

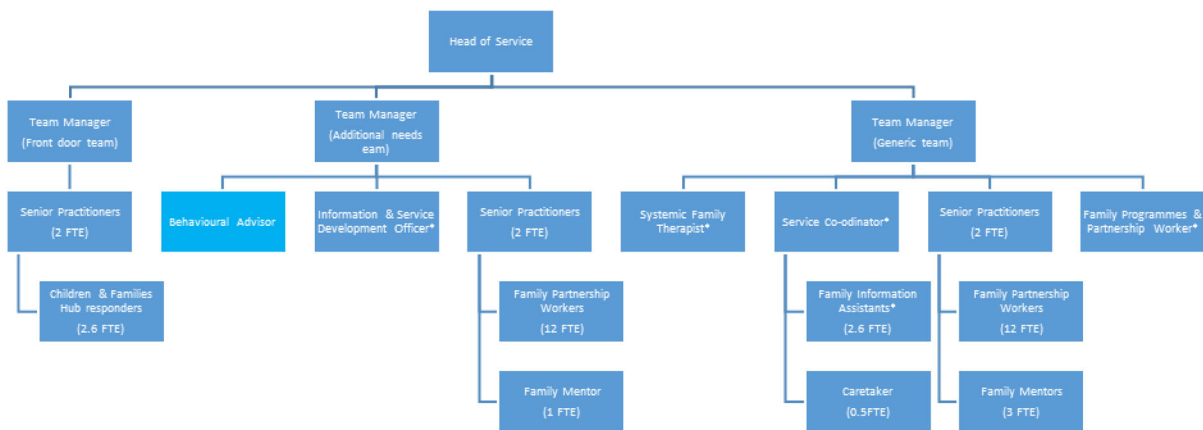
Job specific outcomes

1. Complete functional behavioural assessments using the techniques of Applied Behaviour Analysis to understand the function of challenging behaviour (or the reasons why it continues to occur) so evidence-based intervention plans can be developed.
2. Write Positive Behavioural Support Plans, in partnership with children and families and the associated team around the child and family that aim to reduce levels of challenging behaviour and improve quality of life for children and their parents/carers.
3. Monitor and evaluate the effectiveness of Positive Behaviour Support plans using appropriate data collection and rating tools and provide outcome reports to managers.
4. Maintain up to date records that ensure the service provided is both transparent and accountable, in line with legal requirements and departmental procedures and processes.
5. Provide a drop-in clinic for staff and parents/carers offering advice on issues related to challenging behaviour and support colleagues with cases that are open to the service, ensuring that evidence-based interventions are provided to meet behavioural needs.
6. Contribute to the planning, delivery and evaluation of training in positive behaviour support in partnership with behaviour advisors from other CYPES Services.
7. Contribute to the Service's delivery of evidence-based group parenting programmes.
8. Take responsibility for ensuring that risk is clearly identified and managed, promoting and safeguarding the welfare and wellbeing of children and young people, in line with organisational policy and procedure.

Statutory responsibilities

Active engagement, participation and compliance with statutory responsibilities applicable to the role, in line with Children and Young People (Jersey) Law 2022 to promote and support the wellbeing, and safeguard the welfare of children and young people.

Organisation chart



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	<p>Master's degree verified by the Behaviour Analyst Certification Board (BACB)</p> <p>Registered with UK Society for Behaviour Analysis (UK-SBA)</p> <p>Personal professional development is up to date with current research in the field of ABA and PBS.</p>	<p>Certified training in delivery of parenting programmes (e.g. NAS Teen Life, Triple P programmes)</p>
Knowledge	<p>Specialist knowledge in Applied Behaviour Analysis and Positive Behaviour Support.</p> <p>An understanding of children and adult safeguarding.</p> <p>An understanding of the management of risk when supporting vulnerable children and families in the community.</p> <p>Knowledge of maintaining professional records in line with confidentiality and data protection protocols.</p>	<p>Comprehensive knowledge of the range of services provided both within CYPES, by other Government of Jersey Departments, and by private and Community and Voluntary sector providers.</p>
Technical / Work-based Skills	<p>Able to demonstrate a range of information technology skills i.e. an ability to effectively use required IT equipment and software to perform the role.</p> <p>Ability to attain enhanced DBS clearance.</p> <p>Advanced safeguarding training.</p> <p>Ability to deliver training to colleagues and parents.</p>	
General Skills/Attributes	<p>Proven ability to work autonomously in particular</p>	

	<p>area of expertise, be highly motivated and conscientious, exhibiting the capacity for independent, responsible professional decision making, often whilst under considerable pressure.</p> <p>Excellent interpersonal and social skills with the ability to promote effective inter-professional and inter-agency communication and co-operation and to build effective professional relationships with children, parents and carers, and colleagues.</p> <p>Effective written and communication skills.</p> <p>Commitment to continuing professional development.</p>	
Experience	<p>Experience of providing behaviour support for families in a community setting.</p> <p>Experience of working as part of a multi-agency team.</p> <p>Experience and confidence in prioritising and managing a caseload based upon urgency, assessed level of need and risk.</p> <p>Minimum of 1 years post qualifying experience, including at least 3 years in their specialist area.</p>	
Criteria relating to Safeguarding	<p>Enhanced DBS clearance.</p> <p>Relevant training undertaken in relation to adult/child safeguarding.</p> <p>A level 3 safeguarding certification.</p>	

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 5 core accountabilities attributes and behaviour indicators.

The standards relevant to this tier, identified in the States of Jersey core accountabilities attributes and behaviour indicators, are to be attached in a separate document.