

Job Title Assistant Behaviour Advisor (Learning Disability)

Department: Health & Community Services
Section: Adult Social Care – Learning Disability Service
Reports to: Behaviour Advisor
JE Ref: HCS1150
Grade: CS08 **JE Date:** 09/09/2022

Job purpose

The Assistant Behaviour Advisor will support with detailed functional behaviour assessments using the techniques of Applied Behaviour Analysis (ABA) and develop Positive Behavioural Support (PBS) plans for adults with intellectual disabilities and / or autism who may present challenging behaviour. Other roles include providing advice and consultation to parents, carers and associated professionals on a range of issues related to complex, challenging behaviour and is responsible for supporting the delivery of training offered by the PBS team.

Job specific outcomes

1. Responsible for supporting with functional behavioural assessments using techniques of Applied Behaviour Analysis to understand the function of challenging behaviour so evidence-based intervention plans can be developed.
2. Support with the development of Positive Behavioural Support Plans, in partnership with people that use services and key stakeholders that aim to reduce levels of challenging behaviour and improve quality of life for individuals and their carers or staff.
3. Support with monitoring and evaluating the effectiveness of PBS support plans using appropriate data collection and rating tools.
4. Responsible for clear and comprehensive clinical record keeping on service databases e.g. Care Partner.
5. Report case work progress and outcome data to the Behaviour Advisor whilst working under their direct supervision.
6. Support the Behaviour Advisor with a monthly drop in clinic for staff and carers offering advice on issues related to behaviours that may challenge.
7. Attend Health & Community Services events to advise on services for people with a learning disability and associated conditions and behaviours that may challenge.
8. Support the PBS team deliver high quality and accredited physical intervention training across adult multidisciplinary, multiagency services, island wide.

9. Attend initial British Institute of Learning Disabilities (BILD) accredited physical intervention training and recertification training annually to maintain essential accreditation in order to lead on physical intervention training.

Statutory responsibilities

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Organisational structure



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	<p>Possess and demonstrate a wide range of information technology skills.</p> <p>Willingness to develop learning in order to achieve Maybo certification and a key trainer</p>	<p>Willingness to develop learning in order to achieve a qualification verified by the Behavioural Analyst Certification Board (BACB)</p> <p>Ensure personal & professional development is up to date.</p> <p>European Computer Driving Licence.</p>
Knowledge	<p>Proven ability to work autonomously.</p> <p>Highly motivated and conscientious as part of a multi-disciplinary approach to service provision.</p>	<p>Knowledge of services provided both within Health and Community Services, other Government Departments, private and Community and Voluntary sector providers.</p>
Technical / Work-based Skills	<p>Demonstrate substantial personal, professional and social skills.</p> <p>Possess excellent communication skills, including an ability to effectively communicate at all levels with a wide range of individuals, groups and organisations.</p> <p>Support, coach and train unqualified & qualified staff and deliver training to staff across various departments.</p>	
General Skills/Attributes	<p>Able to provide evidence of, and commitment to, relevant continuing professional development to meet the needs of the people who use services and staff.</p> <p>Expected to support Maybo certification and training</p>	

	across various departments as required.	
Experience	<p>Minimum of 1 years' experience of working with people who have a learning disability or can evidence awareness of the complexity of behaviour and approaches.</p> <p>Experience and confidence in prioritising and managing workload expected of them.</p>	
Criteria relating to Safeguarding	<p>Work will be with adults with learning disabilities and / or autism.</p> <p>Enhanced DBS check will be required.</p>	level 3 safeguarding certificate

Personal Attributes

Delete as appropriate:

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.