

Behaviour Advisor

Department: Health and Community Services

Section: Adult Social Care

Reports to: Senior Behavioural Advisor

JE Ref: HCS608

Grade: CS10

JE Date: 15/05/2020

Job purpose

The Behavioural Advisor will conduct detailed functional behaviour assessments using the techniques of Applied Behaviour Analysis (ABA) and develop Positive Behavioural Support (PBS) plans for children and adults with intellectual disabilities and / or autism who may present challenging behaviour.

Other roles include providing advice and consultation to parents, carers, associated professionals and senior managers on a range of issues related to complex, challenging behaviour. This includes advice on service design for individuals. The behaviour advisor is also responsible for assisting the development, administering, planning, reviewing and delivering of training offered by the PBS team.

Job specific outcomes

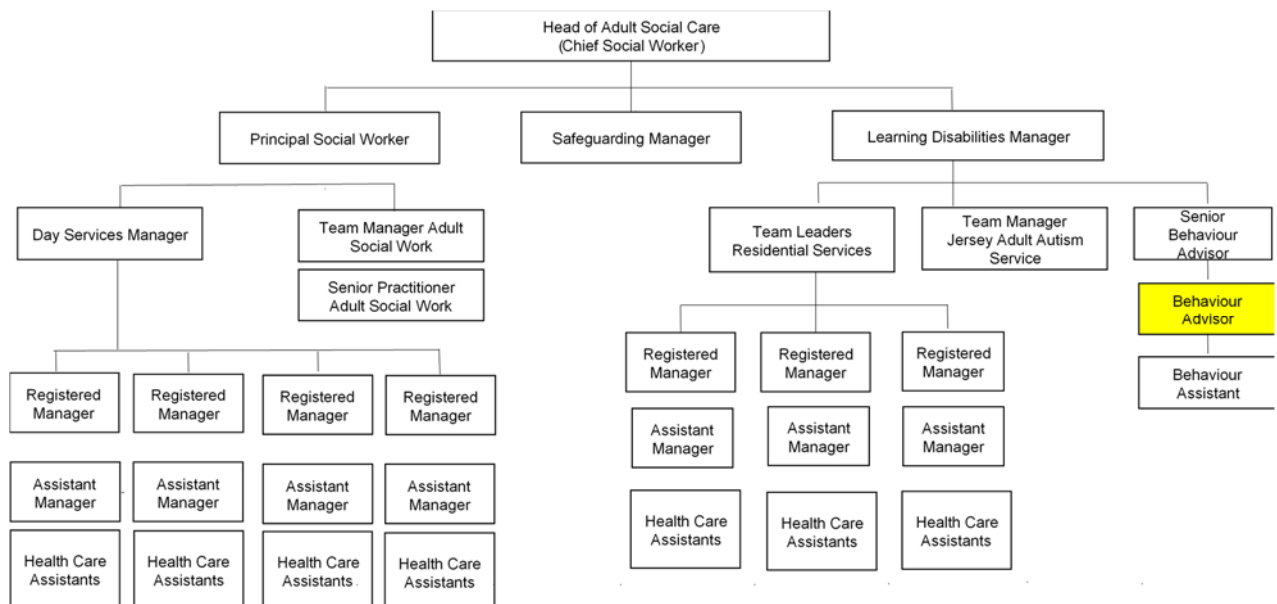
1. Responsible for completing functional behavioural assessments using the techniques of Applied Behaviour Analysis to understand the function of challenging behaviour (or the reasons why it continues to occur) so evidence-based intervention plans can be developed.
2. Writing Positive Behavioural Support 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. Responsible for 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 managers and commissioners of services.
6. Provide a monthly drop in clinic for staff and carers offering advice on issues related to challenging behaviour.
7. Attend Health & Community Services events to advise on service design for people that use services.
8. Develop and deliver high quality PBS and accredited physical intervention training across children and 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.

Organisation chart



Person Specification

Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.

It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

| ATTRIBUTES | ESSENTIAL | DESIRABLE |
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| <p>Qualifications Please state the level of education and professional qualifications and / or specific occupational training required.</p> | <p>Master's degree featuring a course verified by the Behavioural Analyst Certification Board (BACB)</p> <p>Registered with UK Society for Behaviour Analysis (UK-SBA) and / or Behaviour Analytic Certification Board (BACB).</p> <p>Ensure personal professional development is up to date with current research in the field of ABA and PBS.</p> <p>The post holder must possess and be able to demonstrate a wide range of information technology skills.</p> | <p>Have acquired the European Computer Driving Licence.</p> |
| <p>Knowledge This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</p> | <p>Proven ability to work autonomously in particular area of expertise, be highly motivated and conscientious, exhibiting the capacity for independent, responsible professional decision making, often whilst under considerable pressure and whilst directing the work of senior practitioners, main grade practitioners and support staff working as part of a multi-disciplinary approach to service provision.</p> <p>Comprehensive knowledge of the range of services provided both within Health</p> | |

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| | <p>and Community Services, by other Government of Jersey Departments, and by private and by the Community and Voluntary sector providers which they can negotiate with to meet the assessed needs.</p> | |
| <p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p> | <p>Demonstrate substantial personal, professional and social skills. Because their role in leading their team and developing interventions is reliant upon effective inter-professional and inter-agency communication and co-operation and the building of effective professional relationships with staff, other agencies, carers and service users.</p> <p>They must possess excellent communication skills, including an ability to effectively communicate at all levels with a wide range of individuals, groups and organisations some of whom may have issues which impact upon their ability to easily engage and communicate.</p> <p>They will need to lead meetings, coach and train staff, and deliver training courses.</p> | |
| <p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p> | <p>The Behavioural Advisor must be able to provide evidence of and commitment to, relevant continuing professional development to an advanced level and will have developed considerable additional skills relevant to their particular specialist responsibilities, so as to meet the needs of the people who use services and staff for whom they hold responsibility. This will include, for example, a</p> | |

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| | knowledge and understanding of the needs of vulnerable people who require to use services. | |
| <p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p> | <p>Minimum of 1 years post qualifying experience, including at least 3 years in their specialist area.</p> <p>They must have considerable experience and confidence in prioritising and managing their own and others diverse caseloads based upon urgency, assessed level of need and risk.</p> | |
| <p>Criteria relating to Safeguarding <i>Other requirements needed to confirm suitability to work with vulnerable people e.g. attitudes, skills, experience etc.</i></p> | <p>Work will be with children and adults with learning disabilities and / or autism. Enhanced DBS check will be required and level 3 safeguarding certification.</p> | |

Core Accountabilities, Attributes and Behaviour Indicators

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 6 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.