

Behaviour Consultant

Autism Connections is a safe, inclusive organization dedicated to empowering autistic individuals across the lifespan, with or without a formal diagnosis, by providing tailored support, resources, and opportunities to thrive. Our programs and services focus on connection, skill development, individualized support, and meaningful participation in the community.

We are seeking to add a Behaviour Consultant to join our team. This role supports Behaviour Technicians, **independently creates and develops individualized skill acquisition and behavioural support programming**, monitors client progress, and works closely with caregivers, staff, and community partners to help clients build skills and reach their goals.

Position Summary

The Behaviour Consultant oversees the daily functioning of the Skills Enrichment programs offered by Autism Connections. This role provides direct support to Behaviour Technicians and is responsible for **independently creating, developing, monitoring, and individualizing skill acquisition and behavioural support programs for each client**. The Behaviour Consultant also maintains professional relationships with caregivers, community stakeholders, and represents Autism Connections at meetings and community events.

Accountabilities: Assessment and Program Development

- Conduct intake meetings with caregivers and relevant stakeholders.
- Coordinate client scheduling, communicate with social workers, and prepare service agreements.
- Conduct assessments to evaluate each client's current skills, needs, and goals.
- Create and maintain active client files.
- Develop individualized Behaviour Intervention Plans for each client and train Behaviour Technicians on implementation.
- Write individualized skill acquisition programs and train Behaviour Technicians on implementation.
- Develop data collection systems and train Behaviour Technicians on accurate data collection procedures.
- Create visual supports as needed, including visual schedules, PECS materials, social stories, visual cards, and program materials.
- Monitor and analyze client data to track progress and guide programming decisions.
- Prepare monthly or quarterly progress reports for each client.
- Attend stakeholder meetings as needed.
- Maintain regular communication with caregivers and relevant stakeholders.
- Manage program waitlists.
- Provide parent training based on each client's needs and the family's priorities.

Supervision and Professional Development

- Oversee programming for all clients on the clinical caseload, including monitoring, analyzing, and documenting client progress.
- Conduct frequent observations of Behaviour Technicians to support ongoing professional development, evaluate competency, and ensure effective program delivery.
- Complete weekly case conceptualization meetings with Behaviour Technician.
- Ensure Behaviour Technicians follow organizational policies, ethical guidelines, and best practices in service delivery.
- Supervise student placements and complete required placement documentation.
- Onboard and train new Behaviour Technicians, students, and camp counsellors.
- Supervise camp counsellors for the duration of Camp Marvel.

Collaboration

- Communicate professionally with families, stakeholders, and community partners.
- Work closely with Behaviour Technicians, the Executive Director, and the Operations & Marketing Assistant.
- Collaborate with team members to support the planning and delivery of events and fundraisers.

Administration

- Implement and follow clinical service delivery policies, procedures, and ethical guidelines.
- Coordinate scheduling for both staff and clients.

Qualifications and Requirements

- Bachelor's degree in Social Science.
- Certificate in Applied Behaviour Analysis (ABA) is considered an asset, or equivalent education or experience specifically in **creating individualized programming and supports**.
- Demonstrated ability to **independently create individualized programming and supports**. Experience limited to implementing programs developed by others does not meet this requirement.
- Applicants must already be legally entitled to work in Canada.
- Autism Connections is unable to provide relocation assistance or immigration/work permit sponsorship. Applicants are responsible for any relocation required for the position.

Pay Range: \$28.95 - \$33/hour