



Date: December 3, 2024

Job Title: BCBA / Lead Consultant

Company Name: Taproot Behavioural Consulting Inc.

Location: New Brunswick

Job Type: Full-time Permanent

Compensation: commensurate with experience

About Us:

Taproot Behavioural Consulting is a boutique consulting firm, founded in 2023 by Ashley Kingston and Amanda Saulnier. We are based in Fredericton New Brunswick, serving clients throughout the province and beyond. Our mission is to use behavioural science to empower individuals with significant needs and the people who support them. We serve individuals with autism and other neurodevelopmental conditions and often co-existing physical or mental health conditions. We work with these individuals across the lifespan and in diverse health, educational and community settings. Our vision is a life of purpose, wellbeing, and connection for all. We provide an effective and compassionate consultation service aimed at supporting teams, families, and organizations to build capacity to meet the needs of the individual so they can thrive. Our approach is trauma-informed and prioritizes safety, collaboration, and meaningful goals.

Taproot is seeking a highly qualified, passionate BCBA to join our team.

Consultant: Taproot consultants are passionate about making a meaningful impact in the lives of our clients and their support teams. Our consultants adopt a thoughtful and agile approach to their work, encompassing the assessment and treatment of individuals with significant needs, facilitating collaboration with cross functional teams, providing coaching, and creating and delivering training workshops. Constant reflection and adaptation are key components of their work, ensuring that their approach consistently yields meaningful outcomes. Utilizing evidence-based best practices and adhering to a trauma-informed approach, Taproot consultants maintain a high level of professionalism while embodying and representing the organization's mission, vision, and values in their interactions with clients and colleagues. Join our team and contribute to making a positive and lasting difference in the lives of those we serve!

Key Characteristics:

- Passionate about creating a meaningful impact for our clients.
- Cultivates authentic connections essential for wellness and effective teamwork.

- Demonstrates mindfulness and intentionality in clinical consultation, treatment, and decision-making processes.
- Reflective and agile, consistently assessing and adapting their work and clinical recommendations based on new data and information to ensure ongoing progress.
- Maintains an open and curious attitude, showing respect for learning from other disciplines.

Key Responsibilities:

- Implement a trauma-informed approach in the development and execution of all treatment plans and interactions with clients.
- Provide supervision for individuals seeking board certification in behaviour analysis.
- Collaborate effectively with multidisciplinary teams to formulate highly individualized behavioural treatment plans.
- Use a variety of formal and informal behaviour analytic assessments.
- Develop, monitor, and supervise behaviour treatment plans for clients, focusing on meaningful goals that enhance the quality of life for everyone.
- Actively participate in clinical team meetings to contribute insights and stay informed about client progress.
- Utilize data measurement and visualization techniques to track and display relevant information effectively.
- Train and coach individuals responsible for implementing the treatment plan to ensure competency and consistency.
- Develop and deliver professional development workshops and presentations to enhance team skills and knowledge.
- Uphold and adhere to Taproot's policies and procedures in all aspects of the role.

Skills and Qualifications:

- Master's degree in applied behaviour analysis or related field
- Credentialed as a BCBA
- Those actively working towards a graduate degree and/or credentialing may be considered for an Associate Consultant position.
- At least 5 years of experience working in the field of ABA with individuals with significant and complex needs.
- Skilled with both in-person and remote consultation.
- Excellent written and verbal communication.

- Strong interpersonal, communication, and leadership skills.
- Strong collaboration skills with other disciplines.
- Have a valid driver's license and access to a reliable vehicle.
- Clear criminal record check, vulnerable sector check and social development screening dated within the last 6 months.

Asset Qualifications:

- Bilingualism (English/French)
- Experience and training in the following:
 - SAFE-T assessment
 - Essential For Living (EFL)
 - Practical Functional Assessment & Skill Based Treatment (PFA& SBT)
 - Organizational Behaviour Management (OBM)
 - Acceptance and Commitment Therapy (ACT)

Benefits:

- Competitive compensation
- Flexible work schedule
- Manageable workload
- Collaborative, open, and responsive work culture
- Professional development opportunities
- Hybrid position
- Make a meaningful difference!

How to Apply:

Interested candidates should submit their cv and a brief cover letter outlining their relevant experience and interest to akingston@taprootbehavioural.ca .

Please use the subject line **"Consultant Application - [Your Name]."** Applications will be accepted until the position is filled.

Taproot Behavioural Consulting Inc. is an equal opportunity employer. We encourage applications from candidates of all backgrounds and experiences. We look forward to welcoming new talent to our team!