



Job Title: Behaviour Associate - URS-Based

Behaviour Associate I, Behaviour Associate II

Hourly Wage:

\$26-\$29 per hour

Hours of Work:

Tuesdays and Thursdays, 4pm to 8pm

Saturdays, 10am to 2pm

Sunday, 12pm to 4pm

Key Attributes of a Successful Candidate:

- **Strong ABA Knowledge:** Skilled in applying ABA principles (e.g., chaining reinforcement, skill building) in a trauma-informed, compassionate manner.
- **Crisis Response Skills:** Able to stay calm, respond quickly, and use effective de-escalation techniques in high-risk situations.
- **Clinical Judgment & Flexibility:** Adapts support plans in real-time based on assessment and risk; comfortable with fast-paced, changing needs.
- **Family-Centered Collaboration:** Builds trust with families and teams; communicates clearly and empowers others to implement strategies.
- **Trauma-Informed & Culturally Sensitive:** Approaches all cases with empathy, cultural humility, and a focus on reducing harm.

Job description:

Celebrating Difference. Supporting Individuals.

Barrantes & Associates Inc. is a respected leader in the social service sector. We are committed to a person-centred, evidence-based, and trauma-informed approach to supporting individuals in both community and residential settings. Our dedicated team develops and delivers individualized programming that enhances quality of life, supports meaningful goal achievement, and honours the unique strengths of every person we serve.

Barrantes & Associates Inc. is currently seeking compassionate and motivated Behaviour Associates, to fill a vacant role, who are passionate about empowering individuals within our Group Living programs.



Successful candidates will:

- Possess a relevant diploma or degree.
- Demonstrate a strong dedication to quality care, compassion, and professional practice.
- Excel in a collaborative, multidisciplinary team environment.
- Have experience supporting individuals from diverse backgrounds, including those with dual diagnoses, developmental disabilities, and complex behavioural needs.
- Implement Behaviour Support Plans (BSP) and Individual Support Plans (ISP) as directed by leadership.
- Comply with programming expectations and protocols established by supervisors.
- Support meal preparation and perform light housekeeping duties during shifts.
- Demonstrate knowledge of behaviour skills training, replacement behaviour teaching, task analysis, prompt fading, and identifying behavioural functions.
- Hold a valid driver's license and have access to a reliable vehicle for community-based activities.
- Maintain current First Aid and CPR certification.
- Provide a valid, negative Vulnerable Sector Check.
- Carry personal vehicle insurance with a minimum of \$2,000,000 in liability coverage and submit a current driver's abstract.
- Maintain an up-to-date immunization record.

Core Responsibilities:

- Establish and maintain respectful, supportive relationships with clients in group living environments.
- Advocate for each individual's needs, preferences, and personal goals.
- Implement proactive and effective behaviour management strategies.
- Promote a collaborative, inclusive, and empowering environment that supports client success.
- Respond promptly and appropriately to crisis or emergency situations.
- Complete accurate, thorough, and timely clinical documentation.



- Communicate effectively and collaborate with team members as required.

Additional Responsibilities:

- Engage in ongoing training and professional development opportunities.
- Maintain strict confidentiality of all client, staff, and organizational information.

Physical Requirements:

- Respond safely and effectively during situations involving elopement or behavioural escalation.
- Be physically able to walk, jog, or move quickly over short distances.
- Support clients during interventions using approved Safe Management techniques.
- Remain alert, mobile, and active (standing, walking, bending) for extended periods.
- Assist with client care tasks, including lifting or guiding when necessary.
- Safely lift up to 50 lbs.

Education & Experience:

- **Associate I & II:** Completion of a recognized diploma or degree, or a minimum of five (5) years of relevant experience in the social services field.
- **Associate I:** 1–3 years of related experience.
- **Associate II:** 3+ years of related experience.
- Additional training in behaviour management or behaviour modification is considered an asset.
- Safe Management Group certification is also considered an asset.

We welcome applicants with educational or professional backgrounds including, but not limited to: Social Service Worker, Developmental Support Worker, Disability Support Worker, Child & Youth Counsellor, Child & Youth Worker, Social Worker, Behaviour Support Therapist, or Instructor Therapist.

At Barrantes & Associates Inc., we celebrate individuality and empower people to thrive. We value diversity in all its forms, including ability, race, religion or belief, gender identity, gender expression, age, and other dimensions of identity. Barrantes & Associates Inc. is proud to be an Equal Opportunity Employer.



As part of our recruitment process, Barrantes & Associates Inc. utilizes artificial intelligence (AI) tools to record interviews and generate summaries for review. Final hiring decisions are made by our management team.

If you are interested in this position, please apply using the Barrantes & Associates Application Form.