

Position Description: PBS Practitioner

POSITION TITLE:	Positive Behaviour Support (PBS) Practitioner (Core & Proficient)
FTE:	1.0 FTE (Mon – Fri 9.00am – 5.00pm)
LOCATION:	Brunswick West office location & WFH – all areas of metro Melbourne
START DATE:	July 2024

1. AUTISM ABILITIES – VISION, VALUE AND PURPOSE

Autism Abilities is an autistic and neurodiversity affirming organisation. We are a team of dedicated and caring professionals who are passionate about empowering and supporting autistic people to live a personally meaningful life. We do not and never will endorse the use of punishment of any kind or any practices intended to prevent an autistic person from expressing their autistic traits.

Autism Abilities' vision is for every autistic person to live a personally meaningful life. Our mission is empowering and supporting autistic people to achieve this.

We are a truly values-driven organisation, our core values are at the heart of the way we work and what we do every single day. Autism Abilities' core values are:

- Be Knowledgeable
- Be Memorable
- Be Inspiring
- Make It Happen
- Come From the Heart

You can read more about our core values on our website: <https://autismabilities.com.au/values>

2. ABOUT THE ROLE

Participant Caseload

- As a PBS Practitioner you will work with participants, their families and their support teams to develop meaningful goals and practical strategies which empower and support the autistic person to live a personally meaningful life.
- Risk and behavioural assessments are undertaken to identify the function of behaviours of concern and inform the development of capacity building strategies and behaviour support plans BSPs.
- You will develop evidence-informed, person centred behaviour support plans (BSPs) in accordance with NDIS QSC requirements and deadlines.
- Provide training and support to the informal and formal support networks of participants to facilitate the implementation of the BSP.
- Plan and evaluate behaviour support relating to a participant's needs in line with relevant legislative and ethical requirements.

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- Monitor and report on participant progress towards NDIS goals and therapeutic impacts of behaviour strategies.
- Support mandatory reporting obligations with external regulators, focusing on the development of positive working relationships with all external stakeholders.
- Undertake administrative tasks necessary for the role including maintaining appropriate documents and systems to safeguard the wellbeing of participants supported.
- A neurodiversity-affirming, strengths-based, and person-centred approach is taken.
- The ultimate purpose of Autism Abilities PBS service is to improve the participant's quality of life. This is achieved by:
 - gaining a thorough understanding of the individual, including their skills and abilities, support needs, goals and preferences and honouring this in every aspect of the PBS Practitioners' work.
 - making effective environmental changes that empower and support the participant according to their wants and needs.
 - ensuring people in the participant's life have the skills, knowledge, and awareness to support them safely and effectively in the least restrictive and most empowering way possible.
 - identifying, reducing and wherever possible eliminating restrictive practices.
- Autism Abilities does not and never will endorse the use of punishment of any kind or any practices intended to prevent an autistic person from expressing their autistic traits.
- Autism Abilities' vision is for every autistic person to live a personally meaningful life. Our mission is empowering and supporting autistic people to achieve this.

3. ABOUT YOU

- Relevant qualifications in psychology, an allied health discipline, social care and/or considerable directly relevant experience
- Registration (or eligibility for registration) with the NDIS Quality & Safeguarding Commission as a core or proficient PBS Practitioner
- 1 to 2 years of experience **minimum** in the development and implementation of positive behaviour support plans
- Demonstrated knowledge of the disability sector and relevant legislation
- Demonstrated experience and commitment to working with autistic people in a strengths-based, neurodiversity affirming way
- Valid Driving Licence and reliable vehicle
- NDIS Commission Worker Screening check
- Working With Children Check
- Strongly align with Autism Abilities' Core Values: Be Memorable, Be Knowledgeable, Be Inspiring, Come from the Heart, Make It Happen.

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Personal Attributes/ Abilities /Qualities:

- Open, honest, always seek to learn.
- Empathy.
- Ability to establish trust and rapport with participants and colleagues.
- Reliable, punctual, organised.
- Good communicator.
- Passionate about autism.
- Efficient, organised.
- Team player.

Autism Abilities is seeking only the highest standard of professionals with experience and/or qualifications in a relevant field.

Autism Abilities takes pride in embracing diversity and fostering an inclusive culture where individual differences and uniqueness are respected and celebrated.

We value diverse life experiences and welcome all individuals who are passionate about autism and strongly align with our core values regardless of age, gender, ethnicity, religion, cultural background, disability, or sexuality.

4. WHAT DO WE OFFER?

This is an exciting time to join a truly values driven organisation with a big heart and ambitious plans. At Autism Abilities we understand that our greatest asset is our team. In fact, **‘Making Autism Abilities a Great Place to Work’** is a key focus area in our strategic plan. Joining our team means you can expect:

- **Positive culture** – enjoy coming to work every day alongside an incredible team of people who are all passionate about empowering and supporting autistic people to live a personally meaningful life. We have regular social catch-ups and activities including trivia nights, Pinot & Picasso, lunchtime walks, coffee mornings and more!
- **Work/life balance** – enjoy a flexible schedule with realistic billable hour expectations. We want everyone at Autism Abilities to love their work & understand that balance is essential to achieve this.
- **Positive work environment** – we love our light & bright offices in Brunswick West with access to free secure onsite parking, a health club, local cafes & outside courtyard space. Our office is there for you anytime you want to come in to connect with your colleagues, meet with your participants and attend your group supervisions.
- **Flexibility** - while we love our office space you don't have to be in it every day. At AA you have the option to create the perfect balance to suit your life - work from home, come into the office or enjoy the best of both worlds.
- **Competitive remuneration** – highly competitive salary with annual leave loading plus super (Health Professionals and Support Services Award (MA000027) according to age and experience).

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- **Reward and Recognition program** – AA’s quarterly Reward & Recognition program is awarded to employees on a discretionary basis each quarter based on performance and alignment with our core values.
- **Regular supervision and heaps of support** – regular individual supervision with the PBS Clinical Lead, monthly group supervision including internal and external training, peer support from your PBS team colleagues. We also have weekly Huddles, MS Teams and an Employee Assistance Program – at AA we work really hard to ensure everyone stays connected and feels supported.
- **Training and development opportunities** – we know that investing in our team is critical to our success. You will have an annual professional development budget and access to regular internal and external training and development opportunities.
- **Opportunities** – this is an exciting time to join Autism Abilities with strong opportunity for career progression as we continue to grow and develop.
- **Equipment** – you will be provided with all the tools and resources you need to perform including mobile phone and laptop.

Please note that Autism Abilities conducts thorough and detailed pre-employment safety screening checks. We will require evidence of relevant qualifications, a pre-employment disclosure statement regarding any pre-existing illnesses or conditions that may affect your ability to perform the inherent requirements of the position; NDIS Worker Clearance Check and Working with Children Check.

5. ORGANISATIONAL RELATIONSHIPS

LINE MANAGER: Positive Behaviour Support Clinical Lead &/or Senior/Adv PBS Practitioner

INTERNAL RELATIONSHIPS: CEO, Operations Manager, PBS team, Administration, Marketing

EXTERNAL RELATIONSHIPS: Participants, parents/carers/family, service providers, NDIS, & other stakeholders

6. NEXT STEPS

If this sounds like you, we’d love to hear from you. Please send your application including a cover letter stating why you think this is the right opportunity for you and a copy of your resume to info@autismabilities.com.au for the attention of Claire Kilner, CEO.

Thank you for your interest in Autism Abilities - we look forward to hearing from you.