



## Position: PBS Practitioners

<b>POSITION TITLE:</b>	<b>Positive Behaviour Support (PBS) Practitioners</b>
<b>FTE:</b>	<b>Full &amp; part-time opportunities available</b>
<b>LOCATION:</b>	<b>Brunswick West office location &amp; WFH – all areas of metro Melbourne &amp;/or regional Victoria</b>
<b>START DATE:</b>	<b>To be confirmed</b>

### 1. ABOUT AUTISM ABILITIES

Autism Abilities is a team of dedicated and caring professionals who are passionate about empowering and supporting autistic people to live life well. As an autism specific service, we know that the needs of each person on the spectrum are as individual as they are, and this knowledge informs and inspires us in our work every single day.

Established in 2018 as an NDIS Support Coordination service, Autism Abilities has grown from humble beginnings and a handful of clients to a team of nineteen people and two hundred and fifty clients. In 2022, Autism Abilities will continue its trajectory of steady and sustainable growth with the introduction of additional autism-specific services and a new office location. To support this growth, we are seeking to recruit a small team of Positive Behaviour Support Practitioners. This is an exciting opportunity to join an organisation with wonderful people, a big heart and a fantastic culture.

We are a truly values-driven organisation, and 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

As a PBS Practitioner you will be responsible for conducting functional behavioural assessments and working collaboratively with stakeholders & professionals to develop, implement, monitor & review individualised positive behaviour support plans for people on the autism spectrum in accordance with NDIS restrictive practice legislation & guidelines.

You will be able to:

- Assist participants and families to identify participant needs through assessment and individual planning
- Work with participants and their families with a person-centred approach to develop meaningful goals and practical strategies to meet these goals



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- Undertake risk and behavioural assessments to identify behavioural functions and triggers and support the development of positive behaviour support and capacity building strategies
- Within specified timeframes, oversee and contribute to the development, delivery and evaluation of evidence based individually tailored behaviour support plans (BSPs) for participants in partnership with informal and formal supports
- Develop interim and comprehensive BSPs in accordance with NDIS requirements and timescales
- Provide training and support to the informal and formal support networks of participants who will implement positive behaviour support strategies outlined in the BSP
- Work in a multi-disciplinary model with a range of allied health professionals to provide a holistic and integrated approach to supports
- Plan and evaluate behaviour support relating to a participant's needs in line with relevant legislative and ethical requirements.
- Monitor and report on participant progress towards NDIS goals and therapeutic impacts of behaviour strategies.
- Work collaboratively with participants, families, carers, staff and external professionals by writing reports, making recommendations, writing and updating BSPs, reporting restrictive practices and providing therapeutic care to participants as needed and/or requested.
- 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.

### 3. ABOUT YOU

If you strongly align with our core values and are passionate about supporting autistic people to live life well, we would love to hear from you. The key requirements:

- Recognised tertiary qualification in a relevant allied health discipline including psychology, speech pathology, occupational therapy, developmental education or social work
- Current registration or membership of the relevant Australian professional association, (e.g., Australian Health Practitioner Regulation Agency (AHPRA), Association of Social Workers (AASW), Speech Pathology Australia).
- Able to meet NDIS Quality and Safeguards Commission Positive Behaviour Support Capability Framework criteria
- Knowledge and understanding of evidence-based practice regarding the delivery of positive behaviour support within diverse environments
- Case Management skills including establishing effective helping relationships, conducting assessments, developing intervention plans & working together with participants to provide support and meet identified needs
- Ability to communicate effectively with participants, families, professionals and other stakeholders, both verbally and in writing
- Understanding of positive behaviour theory and practice
- Ability to utilise data collection tools, collate information, analyse and prepare reports.
- Knowledge and understanding of autism (professional &/or lived experience)
- Excellent verbal, written and interpersonal communication skills



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- Genuine passion for empowering and supporting autistic people to live life well
- Valid driving licence and reliable vehicle
- NDIS Worker Screening Check
- Working With Children Check
- COVID-19 status fully vaccinated

### 4. ORGANISATIONAL RELATIONSHIPS

LINE MANAGER: Positive Behaviour Support Practice Lead

INTERNAL RELATIONSHIPS: Administration, Marketing, Positive Behaviour Support Team, Therapy Team, Support Coordination Team, CEO

EXTERNAL RELATIONSHIPS: Positive Behaviour Support Consultant, participants, parents/carers/ family, NDIS, Local Area Coordinators, NDIS Planners, Service providers, the general public, other stakeholders

### 5. 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 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 life well
- **Good work/life balance** – don't spend your evenings or weekends worrying about work! We want everyone at Autism Abilities to love their work & understand that balance is essential to achieve this.
- **Positive work environment** – in June 2022 Autism Abilities is proud to open our first office space – a place to meet with our participants, be more visible within our community and connect, learn and work together as a team. Situated in light & bright offices in Brunswick West with access to free secure onsite parking, a health club, local cafes & tranquil outside courtyard space anytime you want to connect with your colleagues or to provide therapy in a clinic setting this is the space!
- **Flexible arrangements** – while we love our new 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 have the best of both worlds and do both
- **Regular supervision and heaps of support** – individual consults available every day, weekly team Huddle meetings, peer support opportunities and quarterly supervision – 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 training budget for your personal and professional development and the knowledge that you are joining an organisation that truly values learning and development.
- **Opportunities** – this is an exciting time to join Autism Abilities with strong opportunity for career progression as our organisation grows and develops.
- **Competitive remuneration** – competitive salary plus super according to skills, experience & qualifications.



## 5. APPLICATION DETAILS

If this sounds like you, we'd love to hear from you. Please send your completed application to [info@autismabilities.com.au](mailto:info@autismabilities.com.au) including the following information:

- A cover letter stating why you think this is the right opportunity for you
- Your current resume

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 Screening Check; Working With Children Check and COVID 19 vaccination status.

The personal information that you provide in your job application and resume will be used for the purpose of assessing your application and will be treated in strict accordance with our Privacy Policy.

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 applications from individuals who are passionate about autism and strongly align with our core values regardless of age, gender, ethnicity, religion, cultural background, disability, or sexuality.

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