

Praxis Care Job Description

Position, Title & Grade:	Positive Behaviour Therapist
Location:	Cork
Reporting to:	Head of Operations
Function/Department:	Operations

Job Purpose/Summary:

Praxis Care provides enabling support to adults with complex needs associated with Autism and learning disabilities throughout the North East Region. The individuals may also exhibit behaviours that challenge. The Positive Behaviour Support Therapist will work as part of a dedicated team to provide a consistently high quality support service within a caring environment, ensuring that both the people we support and staff are treated with dignity and respect.

The PBS Therapist will have responsibilities for functional assessment and analysis and construction of Positive Behaviour Support Plans for Supported Individuals who require this. They will also be responsible for explanation and demonstration of the PBS Plans, and developing a Review system that enables continuous involvement of the PBS process for each individual.

As an organisation of excellence, Praxis Care will continuously evolve and improve practice, undertaking research to support its aim to be a world leader in this field. The organization will also offer extensive training to all staff ensuring the people we support with complex needs have an opportunity to enjoy everyday living.

****Please note: Full Time, Part Time and Relief contracts will be considered – Can be discussed at interview****

Key Accountabilities:

- To liaise with supported individuals families and relevant members of multi-disciplinary teams, community groups and voluntary bodies with the aim of promoting the people we support's needs
- To coordinate the planning, development and implementation of individual PBS Plans that enable the reduction of unwanted behaviours, and enrichment of lifestyles
- To coordinate ongoing assessment and review in a regular and systematic basis through the completion of suitable assessment models
- To take the lead in challenging and complex situations and ensure the safety of supported individuals and staff through the appropriate management of violence and aggression
- To support the physical, emotional and personal needs of supported individuals, ensuring that work within the service is supported individual focussed and upholds the principles of respect, privacy, dignity, fulfilment, independence and choice
- To have a full working knowledge of positive behavioural support and systems theory and to be able to exercise judgement in identifying and addressing complex behaviours where a range of options and the implications of each of these have to be considered

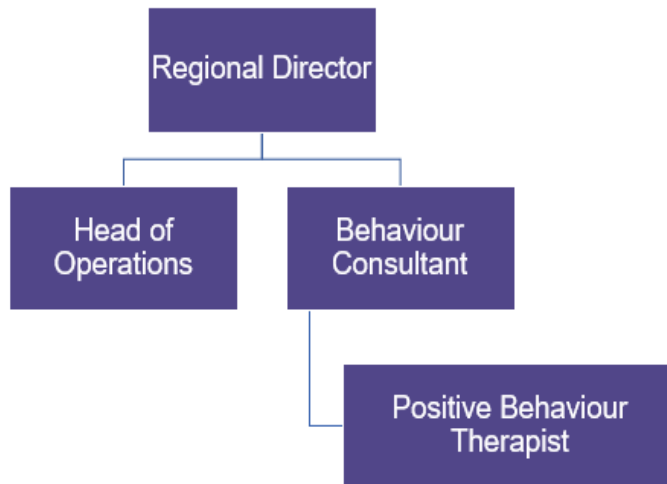
- To liaise appropriately with Praxis Care's PBS Manager, and the Management Team to devise strategies to reduce risky behaviours, and enrich lifestyles
- To have a working knowledge of safeguarding procedure and acting accordingly if concerns arise
- To complete any mandatory training identified as necessary by the Organisation whilst identifying and addressing personal development opportunities for both the post holder and those managed by the post holder
- To ensure that adequate records are created and maintained and necessary reports, including untoward/critical incidents are produced and reported in line with Organisational policy and statutory requirements
- To actively participate in research and in-house training as required, which may include specialist training to work with individual people we support
- To participate and speak at conferences and staff development training to ensure that good practice is disseminated appropriately

Requirements of the Role:

- You will be required to participate in the company appraisal and staff review process
- To adhere to and model the company values, behaviours and competencies at all times
- To carry out all duties of the post in accordance with Praxis expectations, regulations and policies
- To carry out additional duties of the role and all other required duties as and when necessary
- To work the necessary hours to fit the needs of the service

The above mentioned duties are not exhaustive and the post holder will be required to carry out other duties as and when necessary. It should be noted that stated duties or location associated with the post may change to meet the future needs of the organisation.

Organisational Structure:



Essential and Desirable Criteria:

	Direct/Internal	Indirect/External
Budget	0	0
Staff	0	0
Liaison & Influence	- Supported Individuals - providing advice and guidance - Managers - Head of Operations - Other Internal Praxis Staff	- Multi-disciplinary teams - Stakeholders throughout the Organisation

Criteria	Essential	Desirable
Education. Experience & Training Qualifications	- A recognised degree in the field of Behaviour (e.g. Applied Behaviour Analysis or PBS) 3 years' experience working in behaviour support roles: carrying out functional assessments; developing Positive Behaviour Support plans; supporting and coaching social care	- A degree in Nursing, Social Work, Social Care or Psychology, OR - Board Certified Behaviour Analyst (BCBA) certification or working towards BCBA certification 2 years of experience leading / managing a group of Staff

	staff teams to implement interventions for people with intellectual disabilities and/or ASD • Developing adaptive/functional skills training programmes for people within intellectual disabilities and/or ASD • Working collaboratively within a multi-disciplinary clinical team • Knowledge of relevant regulatory frameworks, legislation and policies within adult social care, e.g. HIQA, New Directions, ADM Act. • Provide behaviour assessment and analysis, and apply strategies through the construction of a Positive Behaviour Support Plan • Ability to write reports and assessments to a high standard, and confidently articulate the content verbally when requested •	
Skills & Competencies	• Interpersonal, communication and team-work skills • Ability to facilitate change within staff teams and coordinate decision making across multiple stakeholders • Written communication and report writing • Knowledge of current best practice in the area of Positive Behaviour Support and evidence-based practice for people with	• Instructional design, training development and delivery are highly desirable • Implementation of active support within social care services are desirable

	Intellectual Disabilities and ASD • Design of person-centred services for adults with Intellectual Disabilities and ASD who present with behaviours of concern • Full valid driver's license on application and access to own vehicle on appointment <i>(If a disability precludes an individual from holding a driver's license, it should be stated how they can meet the mobility requirement of the post)</i> • Ability to use initiative • Will be able to prioritise, and organise workload, meet deadlines, and confidently contribute to a Multi-disciplinary Team ethos • Will have a range of skills, and knowledge that enable an understanding of why behaviours occur, including biological, psychological, social, and ecological factors, and also how the triggers, and functionality can affect an individual's behavioural presentation • Can lead people, and enable them to 'buy into' the ethos of Positive Behaviour Support through teaching, coaching, and demonstration	
Attributes	• compassionate with a caring nature, and demonstrate this	

	through unconditional positive regard • Open-minded, and non-judgemental • Work confidently and competently alongside challenging individuals, and respond to crisis situations in a supportive manner	
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Decision Making Authority	Recommendation Types and Levels
• Ability to make low-medium level decisions within clearly defined parameters as defined by Team Leader and Manager	• Can put forward suggestions and recommendations to Team Leaders regarding areas of improvements within services and also suggestions for variations within supported individuals care plans