

# Behaviour Support Practitioner

## Position Description

You will be providing positive behaviour support and related interventions for young people and adults with a disability (mostly participants on the National Disability Insurance Scheme (NDIS)). The people you will be working with often have complex needs, such as contact with the criminal justice system or acute mental health services, homelessness, managing anxiety or situational crisis. Many participants are from culturally and linguistically diverse backgrounds, and may be under adult guardianship.

This is a role for an experienced social worker or other suitable health professional. You may be asked for availability and interest in short trips to more remote communities for specific referrals or participants on the caseload. Supervision and support is provided to develop practice-specific skills and knowledge relevant to the position.

## Key Responsibilities

- Engage with participants, their representatives and (if applicable) support coordinators to make an assessment of needs, identify priorities for intervention and to collaborate on the intervention plan;
- Assess needs using a structured practice framework for functional behavioural assessments, drawing on a range of available evidence including quantitative data, research and observations;
- Develop strategies for and review of behaviour data to ensure evidence-based assessment and behaviour support plans;
- Design a plan for appropriate interventions to improve the person's quality of life, improve skills, and reduce behaviours of concern;
- Draft interim and/or comprehensive positive behaviour support plans based on professional knowledge, supported by available evidence and risk management assessments;
- Provide training to the participant and/or their support team to effectively implement the behaviour support plan;
- Implement therapeutic interventions directly with the participant, related to the practitioner's scope of practice, skills and experience;

- Evaluate the outcomes of interventions to ensure goals are met and strategies are effectively being implemented by those in the person's support network;
- Collaborate effectively with other allied health practitioners, such as occupational therapists and speech pathologists, to maximise outcomes for the participant;
- Identify the use of restrictive practice and work proactively to cease and reduce its use (including, as applicable, make recommendations for restrictive practice that are 'least restrictive', time limited and compliant with legislative frameworks and authorisation frameworks);
- Engage with service providers to promote positive whole of life outcomes for the participant and effective implementation of intervention plans.

### **To Be Successful**

- Tertiary Degree qualification in Social Work with full registration with the Australian Association of Social Workers, OR completion of another related human services degree (such as occupational therapy, speech therapy, psychology, counselling or other allied health qualification) AND/OR existing registration as a NDIS Behaviour Support Practitioner with suitable experience;
- Experience working with young people and/or adults who may present with complex challenging behaviours;
- Experience developing and implementing evidence-based interventions within a holistic person-centred framework;
- Commitment to professional development, supervision and reflection;
- Current Driver's Licence and Worker Screening Checks (see below);
- Meet KPI billable hours as per the contract (67% of agreed hours).

### **Salary and Benefits**

- Salary is negotiable depending on skills and experience
- Monthly clinical supervision, including external peer supervision
- Professional development annual budget (\$3000 pa)
- Wellness vouchers to support employee wellbeing (\$500 pa)

- Additional annual leave for remote employees

### **Remote Work**

If your principal place of residence is not in the Northern Territory, and if agreed by the employer, you will need to travel to the Northern Territory for at least 25% of usual work hours every month. Travel and accommodation costs will be paid.

### **Hours of Work**

This is a full-time position.

Flexible hours may be considered for a suitable candidate.

### **NDIS 'Risk Assessed' Role**

This is a 'risk assessed role' providing specified NDIS services.

The position holder must hold a current NT Ochre Card (Working With Children's Check) and any other similar check from the State/Territory in which assigned clients are residing, National Police Check and registration of a professional association or body relevant to qualifications.

The position holder will apply and must receive a NDIS Worker Screening Check from the NDIS Quality and Safeguards Commission in order to remain in the position.

The position holder must successfully receive and maintain registration with the NDIS Quality and Safeguards Commission as a Behaviour Support Practitioner (if required to apply, this process will be supported by Veritable).

### **Award & Classification**

- Health Professionals and Support Services Award 2020
- Health Professional Level 1 or 2 (depending on skills and experience)

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