**Job:** Assistant Behaviour Analyst

**Date**: Jan 2018

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|  | Essential | Desirable | Assessment  method |
| 1.  Education and Qualifications | Postgraduate certificate or diploma in applied behaviour analysis (BACB accredited course) or postgraduate diploma in positive behaviour support | To be eligible to collect supervision hours for BCBA qualification. | CV |
| 2.  Knowledge and Understanding | Knowledge of the application of positive behaviour support models and the application of applied behaviour analysis to clinical issues.  Knowledge of autism spectrum conditions.  Knowledge and understanding of person centered approaches based on values of normalisation and social role valorisation.  Knowledge of relevant safeguarding requirements for children and vulnerable adults  Postgraduate certificate or diploma level knowledge of single case research designs | Knowledge of early behavioural interventions for children with autism.  Knowledge of behavioural approaches for adults with dementia or brain injuries/mental health.  Knowledge and understanding of Active Support  Knowledge of relevant legislation and national guidance in relation to behaviours that challenge | CV, covering letter and Interview |
| 3. Skills/abilities | Basic skills in completing descriptive functional assessments as well as planning and implementing PBS interventions with supervision  Skills in setting up and supporting others to set up baseline monitoring of behaviours which present a challenge and other quality of life measures to evaluate interventions.  Well-developed skills in the ability to communicate effectively, orally and in writing, complex, technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues.  Internet access skills and basic knowledge of Microsoft Office applications - word, power point, excel | Skills in working with people 1:1 on social skills, relationships and other psychoeducational areas.  Skills in providing behavioural consultation to other professionals, service managers and carers.  Skills in running Active Support Interactive training workshops  Ability to manage own cases and work autonomously with supervision. | CV, covering letter and interview |
| 4.  Experience | A minimum of one years’ experience of working with adults or children with intellectual disabilities/autism whose behaviour can present a challenge to others.  Experience of working in supported living or school settings  Experience of completing basic descriptive functional assessments and planning PBS interventions.  Experience of working collaboratively with families and paid carers.  Experience of presenting information in semi-formal settings to families and paid carers | Extensive experience of completing detailed descriptive functional assessments, planning, implementing and evaluating PBS interventions.  Experience of completing antecedent and consequence based functional analysis assessments.  Experience of working with children with autism using early behavioural interventions.  Experience of training and /or supervision of other professionals or service managers who are using a PBS approach.  Experience of contributing to service developments and policies and procedures | Interview, CV and covering letter |
| 5.  Personal qualities | Person centered values and commitment to promoting valued social roles for people with intellectual disabilities, autism, dementia or brain injury.  Ability to relate well to parents and paid carers as well as senior managers, teaching assistants, and teachers within organisations supporting or educating people.  A commitment to continuing professional development.  A commitment to equality and diversity. |  | Interview |