**Job:** Behaviour Analyst

**Date**: Jan 2018

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|  | Essential | Desirable | Assessment  method |
| 1.  Education and Qualifications | Postgraduate Msc or diploma in applied behaviour analysis/positive behaviour support (BACB accredited course) | To have completed the BACB supervision requirements and on-line course to be able to supervise professionals working towards BCBA | 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 legislation and national guidance in relation to behaviours that challenge  Knowledge of relevant safeguarding requirements for children and vulnerable adults  Knowledge of early behavioural interventions for children with autism.  Knowledge and understanding of active support | Knowledge of behavioural approaches for adults with dementia or brain injuries/mental health.  Knowledge of applied behaviour analysis to organisational issues. | CV, covering letter and Interview |
| 3. Skills/abilities | High level skills in completing descriptive functional assessments as well as planning and implementing PBS interventions.  Skills in evaluating PBS interventions at an individual and organisational level.  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.  Skills in providing behavioural consultation to other professionals, service managers and carers.  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.  Skills in running Active Support and other interactive training workshops  Internet access skills and basic knowledge of Microsoft Office applications - word, power point, excel  Ability to manage own workload autonomously. | Skills in working with people 1:1 on social skills, relationships and other psychoeducational areas.    Skills in supporting and supervising unqualified staff | CV, covering letter and interview |
| 4.  Experience | A minimum of 3 years’ experience of working with adults or children with intellectual disabilities/autism whose behaviour can present a challenge to others in either an assistant behaviour analyst or qualified behaviour analyst capacity.  Extensive experience of completing descriptive functional assessments, planning, implementing and evaluating PBS interventions.  Experience of working in supported living or school settings  Experience of completing 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  Experience of teaching, training, coaching/or supervision of other professionals or service managers who are using a PBS approach. | Experience of completing antecedent and consequence based functional assessments.  Experience of working with children with autism using early behavioural interventions.  Experience providing PBS interventions to people with dementia or brain injury/mental health.  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.  Ability to work under pressure, meet deadlines and manage own workload.  A commitment to continuing professional development.  A commitment to equality and diversity. |  | Interview |