**Job:** Behaviour Analyst

**Location:** Office base - South Manchester with travel across the UK.

**Job Type:** To be agreed

**Salary:** To be agreed

**The Service**

Redstone PBS is an independent consultancy and training service providing specialist positive behavioural support services for adults and children whose behaviour can present a challenge. Practice contexts include residential and supported living services, specialist schools, main stream schools and working directly with families and people with disabilities and/or special educational needs.

**Job Summary**

As a qualified professional the post holder is accountable for their own professional actions, their work is overseen managerially and they receive clinical supervision as part of their ongoing professional development.

The post holder is responsible for completing descriptive functional assessments and developing intervention plans based on these. They are expected to work collaboratively with people whose behaviour can present a challenge, their families and organisations at assessment, intervention planning and implementation stages. Where required the post holder will provide 1:1 psychoeducational interventions. The post holder is also expected to develop data collection systems at an individual level to evaluate interventions.

The post holder is required to support unqualified junior members of staff such as behaviour support workers or those working in an assistant behaviour analyst post both informally and through formal supervision arrangements.

The post holder is expected to be involved in the development of new service initiatives, where appropriate.

In addition, the post holder is required to provide training workshops on the areas of autism, challenging behaviour, positive behaviour support and active support. Where required the post holder will be expected to work collaboratively with other health professionals, including clinical psychology, speech and language therapy and occupational therapy.

**Main Duties and Responsibilities**

**Clinical**

1. To provide specialist advice and consultation in accordance with a positive behaviour support approach.
2. To contribute, alongside other Redstone PBS senior staff, the development of organisation wide positive behaviour support approaches within organisations supporting adults with intellectual disabilities and in schools.
3. To complete descriptive functional assessments of behaviours that present a challenge to others alongside a wider assessment of the persons like dislikes, communication and general quality of life.
4. To plan PBS interventions based on results of descriptive functional assessments.
5. To work collaboratively with the focus person, their families, paid carers and organisations providing support to individuals to decide on and implement intervention plans.
6. To write individual positive behaviour support intervention plans and communicate these effectively to relevant parties.
7. To develop systems and processes for recording, monitoring and analysing behaviour and skill development which can be used to monitor change and provide evidence of positive outcomes.
8. To support services to collate and analyse behavioural data

1. To communicate in a skilled and sensitive manner, information concerning the assessment, contingencies and intervention plans for people and to monitor the outcomes of the interventions on an on-going basis.
2. To contribute to service or family support plans for a focus person.
3. To complete written reports within appropriate time scales and appropriate for the audience and intention for which they are required.
4. Where appropriate to lead or to contribute to person centred planning processes, collaborating with other members of staff and families to ensure future plans promote the focus person’s well-being alongside or as part of a positive behaviour support plan.
5. Where required to liaise with community health and social care professionals.
6. To contribute to shared risk assessments. To promote an enabling model of risk management which ensures people continue to be supported to actively engage with opportunities in the wider community.
7. To adhere to the BACB Professional and Ethical Compliance Code for Behaviour Analysts at all times.

**Teaching, Training and Supervision**

1. To contribute to the development and deliver of bespoke training according to the needs of the people supported and the service requirements, including areas such as behaviours that challenge, skills training, PBS and active support.
2. To provide mentoring or coaching to staff within provider organisations in relation to PBS and active support approaches.
3. When qualified to do so, to provide BCBA supervision to Redstone PBS assistant behaviour analysts and staff within other organisations as required and agreed. Adhering to BACB guidance on frequency of supervision, recording and good supervision practices.
4. Where required, to provide professional support and supervision to unqualified members of staff such as behaviour support workers and assistant behaviour analysts within Redstone PBS.

1. To receive regular line management supervision from a senior clinical psychologist, and supervision from a senior behaviour analyst.
2. To participate in any relevant additional training as required.

**Management, recruitment, policy and service development**

1. To support the management of the workloads of unqualified staff within the framework of the service’s policies and procedures.
2. When required, to contribute to the development of service policies and procedures.
3. Where appropriate to be involved in the development of new service initiatives.

**IT responsibilities**

1. To be fully competent in the use of information technology to support clinical service evaluation and audit, including as a minimum the use of Word, Powerpoint, Excel and to be able to process and manage data and information effectively.
2. To be able to communicate effectively using information technology.
3. To be competent in the use of Office 365 cloud based services.

**Research and Service Evaluation**

1. To contribute to research undertaken by the service, including audit and service evaluation.

**Confidentiality and Safeguarding**

1. To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.
2. To ensure confidentiality with regard to services provided at an organisational level with respect to working with different provider organisations.
3. To ensure secure storage of paper based, electronic and cloud based confidential information at all times.
4. To take responsibility for the promotion of safeguarding and the welfare of children and vulnerable adults with whom the post holder has contact as part of their role.

**General**

1. To keep up to date and accurate records of work completed using agreed recording systems.
2. To maintain clinical records in line with BACB guidelines
3. Promote a positive image of Redstone PBS at all times.
4. To be aware of and follow Redstone PBS policies and procedures and relevant legislation.
5. To maintain harmonious interpersonal relations across services and settings.
6. To work in accordance with the services policies to positively promote at all times equality of opportunity in service delivery in accordance with service policies, regardless of age, disability, race, nationality, ethnic or national origin, gender, religion, belief, sexual orientation or domestic circumstances.
7. To perform any other duties as may reasonably be required by Redstone PBS or as requested by the post-holder’s line manager or director of Redstone.

*This job description reflects the current requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and amended subject to consultation with the post-holder.*

**Job Description Agreement**

This job description can be updated annually as part of the personal development plan.

This job description has been updated and agreed by:

Current post holder: ……………………………………Date: …………………..

Line Manager: …………………………………………..Date …………………...