

Job Description

POSITION:	Behavioural Therapist Worker
ACCOUNTABILITY:	Behaviour Supervisor
CLASSIFICATION:	Contract
DATE APPROVED:	November 14, 2022

JOB PURPOSE

The Behavioural Therapist Worker will provide behaviour planning and consultation services to caregivers, families and those with Autism Spectrum Disorder, other developmental disorders, and behavioural challenges. The Behavioural Therapist Worker will work in collaboration with other members of the Agency's Prevention and Protection Services, including the Psychologist, and will be a key component of the clients' circle of care. The Behavioural Therapist Worker will lead behavioural programming in consultation with the Behavioural Analyst. The Behavioural Therapist Worker will provide one-to-one therapy and group therapy based upon the principles of Applied Behavioural Analysis. The Behavioural Therapist Worker functions within legislative requirements, regulations, policies and procedures and the Mission, Beliefs and Vision of the Nogdawindamin Family and Community Services and contributes to the accomplishment of the strategic priorities.

KEY JOB FUNCTIONS

Assessment and Consultation:

Provide culturally relevant assessment and consultation services to clients via referral process associated with the Behavioural Services department, including children, youth.

- Provide initial and on-going assessments;
- Develop and document therapeutic intervention plans for children directly related to assessment results and based on industry best practice and Applied Behavioural Analysis principles;
- Measure the child's performance and progress with regular updates to the child's customized plan;
- Provide training to parents, families, caregivers and front line staff in implementing these interventions;
- Provide recommendations and treatment planning direction associated to client/family wellness ;
- Develop an Individualized Service Plan summary client's context, goals and specific recommendations to reach those goals;
- Assist the family with determining behavioral priorities;
- Create a behavioral definition of the priority behavior(s);
- Directly observe and gather data on those behaviors;
- Check for reliability and social validity of data gathered;
- Collaborate and work with the Behavioural Analyst to develop and write behavioral intervention programs using Applied Behavioural Analysis principles and procedures;
- Train team members and caregivers on data gathering and implementation of the intervention programs using hands-on, role play, etc.;
- Monitor the on-going program implementation and recommend program adaptations accordingly;
- Respond to crisis situations and/or supervise response to emergency and crisis situations;
- Maintain regular contact with the family and team members;
- Keep abreast of current literature and research in the field.

Program Support:

- Work collaboratively with other team members to support the needs of clients;
- Consult with Psychologist and makes appropriate referrals for Psychology services as indicated by client needs;
- Assist in the development of treatment plans, identifying therapeutic support and community resources to be leveraged to support behaviour outcomes;
- Ensure interventions are consistent with cultural teachings and are appropriate in addressing behaviours and symptoms related to various mental health and substance use concerns and diagnoses;

- Ensure a Circle of Care approach is used in case planning to promote behaviour outcomes with the contributions of the client's support network including family, caregivers, school, daycare, medical team and other community supports;
- Advocate and/or liaison with Agency staff/on-reserve Service Teams as well as medical, educational and social services in the community to promote and support the client's behavioural needs;
- Liaise with other members of the Agency/On-Reserve family service delivery and/or health services team to ensure client's needs are being addressed in accordance with the treatment plan;
- Ensure any child welfare issues are documented and referred to the Agency's child welfare team for follow up;
- Provide monthly quantifiable data including number of client's served, direct therapeutic service hours, case planning meetings, meetings with family members, agencies and other resources;
- Monitor outcomes and provide a quarterly progress report using the appropriate Agency assessment tool(s);
- Participate in the training curriculum provided through the Agency;
- Provide in-service training to Prevention and Protection teams;
- Recommend and advocate for appropriate internal and external referrals to meet the needs of clients and families serviced;
- Participate in regular Team meetings to support and provide service planning recommendations during case reviews.

Relationship and Team Building:

Work collaboratively and cooperatively at all levels in order to support the use of a family-centered, strengths- based, child-focused practices while assisting families in building their capacities to provide safe and nurturing environments for children.

- Demonstrate behaviors, actions and attitudes that are consistent with Agency vision, mission and values;
- Provide opportunities for the enhancement and development of positive cultural identities of the children, families and communities served;
- Ensure appropriate communication and consultation with Supervisor at appropriate times;
- Ensure effective and professional communications with all internal and external service providers;
- Share information according to privacy and/or confidentiality guidelines;
- Work respectfully, positively, professionally and collaboratively with team members.

Cultural Competency

Participate in cultural activities within the agency.

- Follow the Seven Grandfather teachings as it relates to the position in line with the vision and mission of the Agency;
- Actively attend and participate in regular Anishinaabe Aadziwin cultural training and/or activities provided by the Agency;
- Ensure appropriate cultural opening when coordinating meetings both within the agency, for clients, families, communities and other collaterals;
- Actively seek guidance from cultural staff how to incorporate culture into the position or how to work from a cultural perspective;
- Engage in learning and incorporating Anishinaabemowin language within the position.

Administration and Reporting:

Complete administrative functions and reports, and adhere to Agency policies, procedures, and relevant practices.

- Ensure submissions of reports are completed and reviewed;
- Prepare reports, statistics, briefing notes and correspondence as required;
- Develop and maintain an individual detailed work plan of activities;
- Ensure confidentiality and safekeeping of all Agency documents and records;
- Develop and maintain accurate, up-to-date and concise work files;
- Work in compliance with the Occupational Health and Safety Act and any other relevant legislation;
- Prepare and submit monthly reports and travel expense claims and maintain attendance records;

- Follow Agency human resources, finance and other policies and procedures in the performance of duties.

Other Duties

- Act in accordance with agency Code of Ethics and maintain confidentiality at all times to protect the privacy of Agency staff, families and communities;
- Participate in internal or external committees as required or assigned;
- Perform additional related duties in accordance with job responsibilities and department objectives;
- Participate in training, cultural events and other mandatory training as required;
- Other duties as required or assigned.
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QUALIFICATIONS

Minimum Education

- University Degree or College Diploma in Human Services (ABA, Behavioural Science, ECE, PSW, Psychology, RBT, Social Work, Etc.)
- Certified in Picture Exchange Communication System (PECS) for non-vocal learners would be a definite asset

Minimum Experience

- Three (3) years' direct experience working with children and families and complex behaviours is an asset.
- Understanding of ABA is an asset.
- Experience working with children with Autism, PDD or other developmental disorders
- Experience implementing ABA
- Experience in a clinical environment
- Experience conducting assessments, developing treatment implementation strategies and training others to implement strategies
- Experience working with people who have behavioral challenges
- Experience working with Aboriginal people, organizations and communities
- Equivalent combination of education and experience may be considered.
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Knowledge Requirements

- Knowledge of Nogdawindamin programs and services
- Respect for, sensitivity towards as well as knowledge and understanding of Anishnawbek culture, traditions and the Seven Grandfather Teachings
- Knowledge of relevant legislative framework and policies reflecting current child welfare practice and delivery of behavior services
- Knowledge and understanding of evidence informed based practices for promoting trauma, attachment, resilience and behaviour program services to children and their families
- Knowledge and experience with The Assessment of Basic Language and Learning Skills (ABLLS)
- Knowledge of First Nation service delivery, customs and traditions in responding to child welfare concerns
- Knowledge of external service and service agencies

Special Skills

- Enthusiasm working one-on-one or in small groups with children with exceptionalities
- Excellent assessment and evaluative skills relating to mental health disorders of children
- Excellent interpersonal and communication skills
- Excellent conflict resolution, mediation, and problem solving skills
- Excellent organizational and administrative skills
- High level of initiative and self-direction
- Excellent time management skills
- Excellent computer skills
- Strong professional ethics
- Ability to provide training to parents, families, caregivers and staff on ABA Principles
- Ability to translate relevant legislation into Agency language, policies and procedures

- Ability to work with Mental Health Professionals, SLPs, OTs, CDAs to provide comprehensive services including implementing of trauma informed practices
- Ability to work with children with dual-diagnosis
- Ability to work with First Nation communities and people
- Ability to facilitate strong inter-departmental relationships
- Ability to teach and transfer behavioral skills effectively
- Ability to establish and maintain effective working relationships and to develop strong, effective teams
- Ability to lead and coach others utilizing a collaborative and strengths-based approach
- Ability to follow prescribed behavioral protocols
- Ability to manage multiple priorities, projects or programs
- Ability to take initiative and work independently
- Ability to work within a team environment
- Ability to meet deadlines and work flexible hours
- Ability to work with confidential and sensitive information
- Ability to understand and speak Anishnaabemowin is a definite asset

Other Requirements

- Respect for, sensitivity towards as well as knowledge and understanding of Anishnawbek culture, traditions and the Seven Grandfather Teachings;
- Ability to understand and speak Anishnaabemowin is a definite asset;
- Must provide a Police Records Check deemed satisfactory by the employer;
- Must have a Class 'G' Ontario Driver's Licence, access to a vehicle and the ability to travel;
- Must have \$1M automobile insurance coverage.

WORK SITE LOCATION

Location to be determined.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

While performing the duties of this job, the Behavioural Therapist Worker will typically be in a home or office setting with regular meetings with adults, families and other professionals. The Behavioural Therapist Worker is frequently required to operate a computer, file and retrieve written documents, and work overtime when required or during emergency situations.

The physical demands include but are not limited to, standing, sitting, walking, lifting, carrying, reaching, handling, kneeling, crouching and bending. The Behavioral Consultant will be required to travel to meetings in the province of Ontario.

The Behavioural Therapist Worker must be able to multi-task within a fast-paced, high-volume and demanding environment. The Behavioural Therapist Worker absorbs and interprets information from multiple parties on a regular basis and is required to listen and reconcile multiple points of view, which can be mentally challenging. The Behavioural Therapist Worker will experience and be responsible to cope with the pressures of dealing with clients in crisis. As a result, this position is more emotionally challenging than physically challenging. There will be extended periods of sitting required when performing administrative tasks and while attending meetings.

Non-physical demands include a work environment where the noise level is usually quiet to moderate, but may be loud on occasion. The nature of the position may expose the Behavioural Therapist Worker to moderate levels of tension when dealing with issues. The level of tension is usually moderate, with high levels of tension occurring occasionally.

The Behavioral Therapist Worker may be exposed to potentially hazardous environments including driving conditions and volatile situations during home visits.

Given the traditional practices of Indigenous people, from time to time exposure to smoke from the burning of sacred medicines; tobacco, sweet grass, sage or cedar, may occur.

TECHNOLOGY & EQUIPMENT

Computer, photocopier, telephone, fax machine and cell phone

SUPERVISORY RESPONSIBILITY

The position is not required to supervise any employees.

KEY RELATIONSHIPS

Internal

The position requires interaction with the Executive Director, Director of Services, Psychologist, Behaviour Analyst, Behaviour Supervisor, Senior Managers, Protection and Resource Managers, Team Supervisors, Child and Youth/Family Services Clinicians, Cultural Services Department, Administrative Assistant and other staff.

External

The Behavioural Therapist/Worker will interact with First Nation communities, and other service related agencies.

DISCLAIMER

This document describes the position currently available and is only a summary of the typical functions of the job. It is not an employment contract. The above job description is not an exhaustive list of the duties, responsibilities, working conditions or skills required for this position. Additional duties may be assigned. Nogdawindamin Family and Community Services reserves the right to modify job duties or the job description at any time.

SIGNATURE

This is to acknowledge that I have received a copy of this job description and understand its contents.

Signature of Employee

Date