

POSITION POSTING #	1574
SERVICE AREA:	ABA Program; Adult Day Program; Residential Services
LOCATION:	Kerry's Place Central Region – Peel Region/Dufferin/Wellington
POSITION STATUS:	Temporary Full Time with Benefits (Contract to July 2018; two weeks written notice prior to contract end date)
HOURS OF WORK:	40 hours per week (Days, evenings and weekends; flexibility required)
ANNUAL PAY RATE:	\$60,334.98 - \$75,397.71 annually
CLOSING DATE:	4:30pm, May 25, 2017

POSITION SUMMARY: Reporting to the Director of Community, the Senior Behaviour Therapist of ABA conducts behavioural assessments, develops behavioural interventions, provides clinical supervision of the delivery of ABA services and evaluates the effectiveness of therapeutic interventions for positive skill development and enhancement of individuals with Autism Spectrum Disorder. The Senior Behaviour Therapist of ABA is a Board Certified Behaviour Analyst and provides ongoing clinical training, leadership and mentoring to the team of Autism Consultants utilizing the tools of ABA.

KEY RESPONSIBILITIES:

- Through actions, supports the Mission, Vision, Values, Principles, Policies and Procedures of Kerry's Place.
- Reviews and adheres to all Kerry's Place Policies and Procedures, including: Finance & Administration; Services & Supports; Human Resources; Health & Safety, and all other policies available on the Kerry's Place intranet (Resource Board).
- Adheres to Employee Responsibilities for Health & Safety as defined by the Occupational Health and Safety Act (OHSA), including immediate reporting of workplace injuries and/or hazards to a member of Kerry's Place management, and use of any personal protective equipment provided.
- Participates in ongoing Training and Development and ensure all mandatory Training requirements are met and maintained.
- Has a full knowledge of Strategic Objectives of the organization along with their implications and continually applies these important centre pieces of the organization in his/her work and relationships with others.
- Demonstrates a strong commitment to continuously improving the Quality of Life of individuals so that they may live with dignity and respect.
- Conducts functional assessments, including analysis and interpretation of results.
- Designs and develops service plans according to demonstrated best practices of applied behavioural analysis practices.
- Develops monitoring and data recording systems.
- Reviews and analyzes data based on objective evidence in the development of programs.
- Conducts on site clinical supervision of direct service delivery of ABA together with the Manager,

- responsible for ongoing program evaluation and modifications as needed to support plans.
- Provides clinical feedback to the Manager for performance evaluation of Autism Consultants.
 - Collaborates with the team and consulting professionals to develop a systematic method of program evaluation to measure the individual's progress as well as to improve the service delivery of the team throughout the year.
 - Provides clinical training in behaviour interventions and applied behaviour analysis to the team of Autism Consultants.
 - Provides mentoring and participates in problem solving with team around clinical issues and concerns of the team or of families.
 - Provides input on each case to maintain continuity of service delivery among the different domains to promote optimal outcomes for each person.
 - Responsible for fulfillment of the regional and provincial information and evaluation requirements for the program by the Ministry of Community and Social Services/Ministry of Community and Youth Services.
 - Safeguards the Health and Safety of employees while designing and implementing behaviour Interventions.
 - Ensures that all clinical documentation reports and files are stored and handled securely and appropriately.
 - Ensures that all necessary oaths or confidentiality or other clinical documents are obtained, and that all information is handled sensitively and appropriately.
 - Ensures compliance with all legislation and regulations applying to the job.
 - Attends Person Centered Planning (P.C.P.) meetings upon request.
 - Acts as a liaison with other professionals (Psychiatrist, Speech Language Pathologists, Occupational Therapists, etc) to best meet the needs of the individual.
 - Develops and presents training modules for internal use and external (fee-for-service) purposes.
 - Maintains knowledge of current best practices in ABA.
 - Maintains effective and positive relationships with individuals, family members, and external agencies.
 - Provides a range of evidence based ABA training and educational resources to families that includes workshops, written materials and coaching.
 - Participates in meetings and collaborate with community partners as needed.
 - Provides family support and consultation to foster consistency across environments such as home, school, and community.
 - Collaborates with family to create individual service plan with measurable goals.
 - This position supports children, youth and adults.

The successful candidate will possess the following qualifications:

- Masters Degree in Applied Behaviour Analysis, Psychology, or Developmental Disabilities.
- Board Certified Behaviour Analyst, with study in Applied Behaviour Analysis.
- Current certification in first aid, cardio pulmonary resuscitation (CPR), non-violent crisis prevention intervention (CPI), and medical administration.
- Minimum 5 years experience conducting behavioural assessments, development of behavioural interventions and analysis of data.
- Experience working as a professional within a clinical multidisciplinary team that follows a biopsychosocial model of treatment and intervention.
- Demonstrated practical experience in the field of autism is preferred. Experience working with

children, youth, and their families is considered an asset.

- Exceptional verbal and written communication skills with the ability to communicate effectively with supported individuals, families, employees and other agencies.
- Strong ability to demonstrate support and sensitivity to the needs of individuals and families.
- Exceptional organization and time management skills to manage multiple priorities.
- Excellent ability to supervise and train employees in the implementation and monitoring of behavioural programs.
- Strong ability to provide leadership and support to the team in a context that is made more difficult by a decentralized regional infrastructure.
- Ability to function both independently and collaboratively with initiative and self-motivation.
- A valid Driver's License, with a minimum G2, and a reliable vehicle.
- Ability and willingness to travel and work flexible hours including some evening and weekends.

In addition to a competitive compensation package, we focus on health and wellness including fitness and family- focused benefits and work life balance.

Kerry's Place is an equal opportunity employer and is committed to diversity and inclusivity in employment and welcomes applications from all qualified persons. Kerry's Place is also committed to providing accommodations for persons with disabilities. If you require an accommodation, we will work with you to meet your needs.

To apply:

Internal applicants – Please apply through ADP. Log in and go to Myself > Talent > Career Centre

External applicants - [Click here to apply](#)

This position is open to internal and external applicants. Only those selected for an interview will be contacted.

We thank all applicants for your interest in Kerry's Place Autism Services.