

Resilience Healthcare: Behaviour Support Specialist **(<https://www.activelink.ie/node/113630>)**

Resilience Healthcare

Behaviour Support Specialist – Basic Grade

What is the position?

The role of the Behaviour Support Specialist is to provide positive behaviour support and crisis interventions to children and adults availing of our services within Resilience Healthcare.

The Behaviour Support Specialist will form an integral part of the Clinical Services Team, working holistically, autonomously and in collaboration with the wider Clinical Services Team to form a tailor-made person-centred intervention & Positive Behaviour Support Plan as part of our Therapeutic Interventions. The Behaviour Support Specialist will work from the premise of our model of Disability Specific Trauma Informed Care and Family Principles, and will be required to bring evidenced based strategies along with knowledge and expertise specific to ASD, ID, PWS, mental health, physical & sensory needs, etc.

Location: Hybrid role, with work from home and travelling to services across the Midlands (Limerick, Kildare, Tipperary, Galway)

Job type: Permanent full-time

Key Responsibilities:

General Responsibilities

The Behaviour Support Specialist will:

- work in collaboration with clinical colleagues and the wider MDT in the planning and delivery of a Positive Behaviour Support Plan.
- actively manage and prioritise your own caseload in line with service requirements and professional governance.
- assist all other members of the MDT when required to ensure the safety of service users.
- comply and report behaviour support data, incidents, statistics and any other information that maybe required.
- ensure compliance with regard to Resilience Policies and Procedures and national requirements, standards and legislation.
- develop and implement best practice policies and procedures in their approaches.
- undertake clinical audits and participate in KPI's as appropriate and as requested by the Clinical Services Manager, with an aim towards improving the quality of life of the service user receiving support.
- attend all meetings as required.
- report all issues that may have a potential negative impact on the service users and the Services, as appropriate.
- participate in the Performance Appraisal system.
- attend staff training courses, seminars, conferences etc. as requested.
- provide work flexibly within contracted hours to meet the needs of service users as required.
- be aware of the confidential nature of the work and in particular, the rights of the service user to confidentiality.
- work within the remit of GDPR guidelines.
- maintain timely and accurate reports regarding supports provided to service users.
- participate in the implementation of the Quality and Safety management system.
- promote good relations with the family members, community resources and other agencies towards the promotion and development of services.
- report any incidents and complaints immediately to the Senior Behaviour Support Specialist.

- adhere to the Safety, Health and Welfare at work policy of Resilience.
- keep up to date with Resilience mission statement, ethos, policies, procedures and guidelines and ensure that these are adhered to at all times.
- ensure that all accidents/incidents/injuries and complaints are reported immediately and in accordance to the Incident Management Policy and procedure.
- safeguard and protect service users from any form of abuse. Report any past or current concerns for the safety of the service user.
- assist service users' deal with issues of disrupted attachment, neglect and abuse.
- ensure there are strong links with the activation team for both individual and group activities.

Clinical Responsibilities

The Behaviour Support Specialist will:

- comply with the clinical referrals system, the prioritisation caseload system, using case formulations and risk assessments to guide your case management system.
- undertake comprehensive behaviour assessments with the involvement of the service user, service user's family / representatives, and wider MDT to provide high quality supports in this regard.
- develop and implement effective positive behaviour support plans and direct support as and when this is required.
- attend psychiatry appointments and have a key involvement in the assessment of the need for medication, and monitoring of medication, within the context of positive behaviour support plans.
- work in collaboration with the clinical team and the wider MDT around complex cases using the complex case forum system;
- facilitate debate in a supportive manner, and positively challenge others with a different perspective when required.
- attend regular clinical supervision meetings with the Senior Behaviour Support Specialist.
- agree to a clinical supervision agreement and quantum of meetings.

Training

The Behaviour Support Specialist will:

- identify the training needs in specific areas of positive behaviour support throughout the services, and actively participate and assist in the development of training and strategies aimed at meeting these needs. This should be done in consultation with the Senior Support Specialist.
- provide training, discussion forums and present formal training modules on topics of effective behaviour management and situational management as requested by the Senior Support Specialist.

Qualifications:

- A qualification in a relevant profession e.g. Psychology, nursing, Positive Behaviour Support, Applied Behaviour Analysis, etc.
- Experience working within a disability organisation providing PBS support services to Children/Adults.
- Membership of a professional body (e.g. BACB, PSI or equivalent).

Experience:

- Extensive clinical experience working autonomously in carrying out Behavioural Assessments and the development and subsequent implementation of Positive Behaviour Support Plans.
- Experience designing and delivering training packages to staff and families (internal & external).
- Working knowledge of HIQA legislation and regulations.
- Experience working as part of a multidisciplinary team and autonomously.
- Experience delivering and facilitating training and workshops to groups of staff.
- Must have a full clean current drivers' licence and own car.
- Experience of working with children and adults with intellectual disability and associated conditions.

Benefits:

- Clinical supervision provided by BCBA-D.
- Competitive package.
- Comprehensive health and wellness benefits.
- Opportunities for professional development and career advancement.

- A dynamic and supportive work environment.

To Apply

Please CVs Email: careers@resilience.ie (mailto:careers@resilience.ie)

Closing date for applications is the 19th February

Region

Hybrid / Midlands

Date Entered/Updated

5th Feb, 2025

Expiry Date

19th Feb, 2025

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