



## BEHAVIOURAL INTERVENTIONIST PERMANENT FULL-TIME POSITION

*Do you enjoy making a difference in the lives of people?*

**Breton Ability Centre** is a leading employer in services and supports for people of varying abilities. As a significant employer in the Cape Breton area, we are seeking an enthusiastic and innovative individual who supports our mission “to help change the world for people with disabilities” to join our team as a **permanent full-time** Behavioural Interventionist (BI).

### Responsibilities:

- Work with the Psychologist and other team members to assess individuals with disabilities to determine their specific challenges and ineffective behaviours. Develop appropriate behavioural intervention strategies and plans to enable persons with disabilities develop successful coping strategies for challenges they may face
- Conduct Functional Observation of Behavior, Functional Behavioral Assessments and create individualized Positive Behavior Support Plans, including a behavioural risk assessment.
- Develop and facilitate individualized skill building programs for individuals based on the TEACCH model of structured teaching, including creating materials, such as visual schedules, work systems, communication books, social stories etc.
- Contribute to Personal Development Plans to maximize learning based on the skills and strengths of individuals with disabilities
- Work with direct support staff, outreach families, and outside service providers in developing their understanding of positive behaviour supports, intervention recommendations, plan development, and coaching appropriate support strategies.
- Assess and monitor each individual behaviour plans, address any concerns, monitor progress to ensure effectiveness and promote success for each individual served
- Advise the direct supervisor (the psychologist) and other appropriate Senior Management staff of any issues / incidents that could significantly affect services or supports for residents or affect other staff, the Department of Community Services or other community partners / agencies;
- Participate actively on the Transition to Community Team utilizing a collaborative relationship - building approach (excellent communication skills, respect, and support for team members, problem solving and conflict / issue resolution using a win-win approach).
- Ability to travel within Nova Scotia with other members of the organization.
- Give public presentations and information sessions on a variety of topics such as Positive Behavioural Supports

**Qualifications:**

- Hold a Bachelor's degree in Psychology with a focus on Behaviour Intervention, Advanced Diploma in Behaviour Intervention, and/or Degree in Applied Behavioural Analysis.
- Experience in developing behavioural strategic interventions with youths/adults.
- Experience working with/supporting individuals with disabilities.
- Ability to take direction and implement intervention plans.
- Excellent observation and problem-solving skills.
- Have the ability to take initiative and demonstrate commitment to continuous learning and ongoing commitment to quality of service.
- Ability to work collaboratively with multi-disciplinary and inter-agency teams in a variety of settings.
- Honest, enthusiastic leader and team player.
- Self-directed, highly adaptable, can multi-task in a fast-paced environment.
- Excellent communication skills, interpersonal and time management skills.
- Computer skills (Microsoft Word, PowerPoint, et al).
- First Aid, CPR and Non-Violent Crisis Intervention are an asset.
- An equivalent combination of education and experience may be considered.

All applications **must be** submitted with a cover letter and resume and must clearly demonstrate how the position qualifications are met. Applications submitted without the required documentation will NOT be considered for the position.

Applications can be sent to:

**Human Resources**  
**Breton Ability Centre**  
**1300 Kings Road, Sydney NS B1S 0H3**  
**Confidential HR Fax: 902-539-1246**  
**Email: [hr@cb-bac.ca](mailto:hr@cb-bac.ca)**

**CLOSING DATE: February 18, 2019**