



Behaviour therapist.

About us

FutureU PTY LTD trading as Brightt is a National Disability Insurance Scheme (NDIS) registered provider that provides Specialist Support Coordination, Behaviour Therapy and some Therapy services.

We support people to get the best out of their NDIS plans and we know how complicated it can sometimes be.

We want participants to have the best outcome with their NDIS plan and be in charge of decisions about their plan.

Our Core values include honesty, compassion, having fun and being courageous in what we do.

Brightt strives to provide opportunity for people to enjoy a meaningful life by strengthening participants self-identity, independence and vision of the future. Our vision is for people to be in charge of their own lives and making their day to day as fun and exciting as we can.

Our staff bring their compassion and experience to support this journey of self-discovery for participants. We view that support coordination can also be therapeutic in nature and having a therapy background is also welcomed.

Conditions of Employment

This position is covered by the Social, Community, Home Care and Disability Services (SCHADS) Award 2010.

Classification: Social and Community Services Employee, Level 4

Satisfactory pre-employment screening checks are required including;

- National Police Check,
- DCSI checks including working with Children Check, disability, aged care and vulnerable people
- Qualification Check
- History and Referee Check

Qualifications and underpinning knowledge;

- Relevant qualifications within the behaviour support field
- Previous experience writing positive behaviour support plans is essential.
- Sound knowledge of complex behaviours, restrictive practice,
- Knowledge and understanding of dual diagnoses, including alcohol and other drugs, ABI, physical and intellectual disability, mental health conditions
- Experience with data collection and analysis
- Current South Australia Driver's License and ability to undertake travel in country areas as required
- Current First Aid and CPR credential desirable but not essential.
- Membership with AASW, APHRA or similar as required under the NDIS practice standards

Position Overview

Brightt offers flexible supports in metro and country regions.

As a Behaviour Therapist within the Brightt team, you will assist participants with their behaviour support services. You will use your experience and training to conduct research, data analysis, and behavioural intervention strategies to write a positive behaviour support plans in line with the NDIS practice standards and assist with implementation of the PBSP.

Line Management

Reports to Brightt middle and senior management.

Key Accountabilities and Duties

- Contribute to a healthy and safe workplace
- Take care of your own health and safety/ work life balance and understand the responsibilities and accountabilities to yourself and others in accordance

with WH&S legislation, internal policies and promote a working environment that is congruent with those guidelines.

- Acknowledge, appreciate and encourage differences, valuing people for their skills, competencies, and contribution to Brightt's positive engagement in the community.
- Understand responsibilities and accountabilities to yourself and others in accordance with the UN Charter of Human Rights and Responsibilities
- Abide by and be across Brightt Privacy policy and guidelines
- Ensure all organisational and administrative reporting and accountabilities are completed accurately and in a timely manner.

Behaviour Therapist responsibilities

- Achieve 6.5 billable hours per day
- Contact the client as soon as possible after referral has been received or handover from colleague, ideally within 2 days and meet with the client within 5 days
- decide with the participant the budget for PBSP and implementation
- identify behaviours of concern,
- write high level reports
- understand functional behaviour assessments, how to write them and report n data collection.
- hold case conference/meetings with stakeholders
- visit client in their environment and make observations
- conduct, collect and analyse behavioural data provided by support agencies and other relevant stakeholders
- conduct research and obtain insight into clients background and history. Liaise with support staff, family and other relevant stakeholders
- write restrictive practice documents
- Arrange any assessments needed to assist with PBSP
- write behaviour support plans in line with the NDIS practice standards.
- determine behaviour intervention strategies and how they will be implemented within the clients environment
- conduct training sessions with stakeholders
- seek feedback from stakeholders and Brightt management and be expecting to feedback given.
- Research, coordinate and manage complex and intersecting supports to suit individual needs across multiple providers, ensuring client choice and control
- Work with mainstream service providers.
- Support clients to build their capacity, resilience and networks with the aim of greater choice and control and independence in managing their personal choices
- Resolve any crisis situations, ensuring that the client's best interests and resilience are supported.

Operational

- Ensure the completion of NDIS Participant Service Agreements and other appropriate documentation within
- the initial assessment as required
- Ensure PRODA Service Bookings are completed for each client
- Maintain documentation to demonstrate that service procedures are followed
- Monitor and report client outcomes to the NDIA through progress reports
- Actively participate in the development, implementation, monitoring, regular review and reporting of client programs with providers including determining risk and preparing assessments, review client records and
- understand individual needs, review client goals and measure individual progress and document outcomes
- Promote Brightt positively as an NDIS Support Coordination and Behaviour Therapy (PBSP) provider to participants and other stakeholders

Underpinning Knowledge

- Sound knowledge of disability sector
- regional mental health and allied health providers
- Sound understanding of the causes of stigma and barriers faced by those with disability
- Working knowledge of the service support providers including mainstream, community based, and specialist •
- Sound knowledge and understanding of dual diagnoses, including alcohol and other drugs, ABI, physical and intellectual disability
- Continually monitor billable hours associated with service delivery, utilize planning and time management tools.
- Attend to professional Development
- Participate in fortnightly supervision with Senior Management
- Undertake annual performance appraisals with the Senior Management and develop and implement own professional development plans
- Actively take part in training and skill building opportunities.
- Conduct other duties as directed.

Key Selection Criteria

1. Qualifications and experience as noted above
2. Good practical and theoretical knowledge of working with people with disabilities as well as understanding issues along with complex and multiple care needs, including the ability to undertake risk assessments and provide plans to mitigate risk.
3. Demonstrated skills and knowledge in the area of planning, implementing, reviewing and evaluating effective behavioural strategies

4. Demonstrated ability to work with a client focussed environment to build client capacity and provide choice and control to manage their service plans
5. Demonstrated ability to manage several complex cases concurrently, with an emphasis on client life goals
6. Possession of good knowledge of local service providers, both specialist and mainstream, and the ability to search and source services to meet participant goals
7. Demonstrated ability to work as an effective and collaborative team member, including demonstration of a high level of professional and ethical behaviour within an organisational setting.
8. Demonstrated ability to work autonomously and with flexibility including managing competing priorities, using initiative to problem solve and manage own workload.
9. Demonstrated ability to identify, measure and report on outcomes
10. Understanding of the NDIS Price Guide and flexibility within budgets

Terms and Conditions

Initial contract of 12 months with probation period of 6 months included. After this consideration of a permanent position to be reviewed with Managing Director. Leave and superannuation provided as per SCHADS award. Flexible work hours also considered. Incentives offered for completing KPO's