

Policy Document No: Per 1.1.2

Positive Behaviour Support Senior Person Specification

Job Title: Positive Behaviour Support Senior

Service: Central Services

Responsible to: Consultant Clinical Psychologist /Applied Psychology Lead

<u>Knowledge</u>	<u>Essential</u>	<u>Desirable</u>
1. In-depth knowledge of the Positive Behavioural Support framework.	✓	
2. In-depth knowledge of intellectual disabilities and/or autism.	✓	
3. Knowledge of relevant legislation, guidance and initiatives in relation to people with intellectual disabilities, those who are autistic and people who may at times present with behaviours of concern.	✓	
4. Knowledge of restrictive practice reduction.	✓	
5. Knowledge of trauma informed care.		✓
<u>Training and Qualifications</u>		
1. Masters level qualification in ABA /PBS or equivalent.	✓	
2. Registered member with the UK Society of Behaviour Analysis (UK-SBA)	✓	
3. Registered as a Board Certified Behaviour Analyst (BCBA) or UK Behaviour Analyst, UKBA (cert), or working towards.		✓
4. Evidence of continuous professional development	✓	
5. Training in clinical supervision		✓
<u>Skills and Abilities</u>		
1. Excellent interpersonal skills, able to work collaboratively with key people.	✓	

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| 2. Ability to collect and analyse data and communicate this effectively to others. | ✓ |
| 3. Ability to carry out functional behavioural assessment. | ✓ |
| 4. Ability to design and implement holistic multi-component behavioural interventions. | ✓ |
| 5. Ability to communicate information to a broad range of people in a sensitive, appropriate manner. | ✓ |
| 6. Skilled in leading by example, able to coach and motivate others to implement interventions. | ✓ |
| 7. Ability to identify and contribute to improvements in the quality of the service delivered. | ✓ |
| 8. Ability to self-evaluate and reflect in and on practice | ✓ |

Experience Required

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| 1. Experience of working within a PBS informed service. | ✓ |
| 2. Experience of working as part of a multi-disciplinary team. | ✓ |
| 3. Experience of developing and delivering training to groups. | ✓ |
| 4. Experience of coaching support staff. | ✓ |
| 5. Experience of supporting service-wide initiatives. | ✓ |
| 6. Experience of supervising others. | ✓ |