

**Position:** Behaviour Therapist (BCBA)/BCaBA) with Complex Special Needs with children between the ages of 12-18

**Category:** Full Time

**Location:** Greater Hamilton Area

**Experience Required:** Minimum 2 Years, BCBA/BCaBA

**Comp:** \$TBD / hour based on experience | group health benefits | 3 weeks vacation

**Interested candidates** please email your resume to [hr@families1st.ca](mailto:hr@families1st.ca)

### **The Opportunity**

Our organization provides specialized residential care for adults and children within the developmental services sector. We provide behavioral supervision and support mostly for people who are dual diagnosed (e.g., development need and a mental health issue). A typical residence or 'program' includes between two to four clients who are supported by direct support workers. (We also support clients who are living independently or in family homes.) Staff to client ratios vary based on client needs; most of our clients receive supervision and support 24 hours a day 7 days a week. As such, most of our programs are considered continuous operations.

If you are an individual with a BCBA designation, and a passion for designing, leading and developing behaviour based treatment plans for individuals with social, emotional, psychological and behavioural challenges, we would like to hear from you.

### **Job Responsibilities**

- Participate in the assessment of children's needs in all developmental domains.
- Develop behavioural treatment plans and goals
- Lead in the development of individualized intervention programs
- Provide treatment programs to children, both individually and in small groups.
- Collaborate with team members to ensure high-quality, well-integrated client care
- Oversee the rigorous collection and analysis of data.
- Document and report to caregivers on children's developmental progress.
- Participate in regular clinical team meetings and assist in the development of creative solutions to individual and programming challenges.
- Support positive working relationships among clinical and administrative teams, client families, and community professionals.
- Provide staff/caregiver coaching and education.
- Ensure the child's environment is healthy and safe.
- Contribute positively to the ongoing growth and development of Ontario Family Group Homes Inc.
- Maintain effective and positive relationships with external agencies, individuals, and family members.
- Identification of existing obstacles that hinder or preclude treatment
- Work within and developing interventions that are in compliance with agency philosophy and MCYS legislation.
- Develop/review behavioural protocols and positive behavioural interventions, utilizing the principles of Applied Behaviour Analysis

**Required Skills and Qualifications**

- Post secondary education in relevant field with BCBA certification required
- Experience in the social services field, particularly in residential treatment for developmental adults and/or children with complex developmental needs, autism spectrum disorder, Schizophrenic spectrum disorders, mental illness, and dual diagnosis
- Experience with and sound knowledge of MCCSS regulatory requirements – mainly Services and Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act, 2008 (SIPDDA) and Child, Youth, and Family Services Act, 2017 (CYFSA) – along with Quality Assurance Management (QAM) requirements related to residential programs
- Must be in good standing with the BACB
- Knowledge of applied behaviour analysis, autism spectrum disorder and child development.
- Experience working with young children with autism and neurodevelopmental disorders.
- Minimum of 2 years of previous related experience in teaching young children and/or implementing intensive behavioural intervention
- Ability to help develop and implement intervention strategies and programs
- Experience and comfort with staff training and support
- Experience working in a team setting is an important aspect of this position
- Strong interpersonal skills that will support collaboration with a team of caregivers
- Excellent oral and written communication skills
- Current Vulnerable Sector and Police Check