

Position title	Behaviour Support Practitioner
Employee name	Vacant
Department/Service	Clinical Operations
Location	Thurgoona
Position reports to	Executive Leader Clinical Services
Positions reporting to this role	N/A
Financial delegation	N/A
Budget accountability	N/A
Employment basis	Full Time

Work Environment (e.g. Office based, Residential based, Community based)
The Behaviour Support Practitioner role is based at the Mercy Connect Office in Thurgoona but may be required to travel to other Mercy Connect sites on occasion.

Mercy Connect Values	
Compassion	Supporting and listening with kindness and understanding
Hospitality	Welcoming each other with openness and a smile
Respect	Accepting and treating each other with integrity
Innovation	Seeing opportunities and creating new solutions
Teamwork	Working together with a shared view of success
Accountability	Choosing courage and taking ownership of our actions

Role Purpose	To provide evidence-based behaviour support services to children, young people and adults that are responsive to individual needs, in a way that reduces the occurrence and impact of behaviours of concern and minimizes the use of restrictive practices.
Key Selection Criteria Essential	<ul style="list-style-type: none"> Highly developed knowledge of the issues, trends and philosophies underpinning the provision of services to children, young people and adults with a disability.

	<ul style="list-style-type: none"> • Well-developed analytical and problem-solving skills. • Capacity to contribute to the team to deliver organisational outcomes in line with the business plan. • High level interpersonal skills with demonstrated ability to develop and maintain effective working relationships with management, staff, families, clients, funding bodies and other stakeholders. • Client focused approach with a commitment to continuous improvement. • Ability to work under pressure, prioritise and achieve goals and commitment to meeting deadlines. • Collaborative – ability to work in a team. • Excellent communication skills including report writing and presentation skills. • Creative and innovative approach to service provision • Commitment to learning and personal development
Qualifications and experience	<ul style="list-style-type: none"> • Degree in a relevant field or equivalent knowledge, skills, and experience and/or eligible for registration as a behaviour support practitioner by the NDIS Quality & Safeguards Commission. • Demonstrated experience and well-developed skills in completing functional behaviour assessments and developing evidence-based behaviour support plans in conjunction with the person, staff and other relevant stakeholders. • Demonstrated experience in working effectively with children, young people, and adults with a range of disabilities.
Other requirements of the role (e.g. licenses, professional memberships, registrations)	<ul style="list-style-type: none"> • NDIS Worker Screening Check • National Police checks. • Working with Children's Check (WWCC) • Current driver's license. <p>Please note it is the responsibility of all staff to notify the organisation if there are any changes to Police check, WWCC and/or driver's license status.</p>

Role Priorities

Role Priority 1: Conduct behavioural assessments and develop intervention plans to meet the individual needs of a person in line with best practice principles.	
Behavioural Guidelines	Evidence (KPI)
Undertake a range of evidence-based, person-centred assessment to inform the development of behaviour support plans and strategies in accordance with assessment findings and the needs and wants of the person with disability.	A range of assessments and intervention strategies are used to reflect the person’s presenting issues and their goals. All eligible participants have an up-to-date individualized behaviour support plan.Documented ongoing consultation and feedback with the participant, their families, carers, guardians, and other stakeholders. Attendance at case meetings, staff meetings and other meetings relevant to support the behaviour support needs of participants, carers, and others. An efficient and effective service is delivered to participants according to the person’s goals and within allocated resources.
Collaborate with the participant, their families, carers, guardians, and other stakeholders in the development of behaviour management strategies to maximise the person’s quality of life in line with assessed needs and individual goals.	
Monitor, review and evaluate support strategies to ensure they are implemented correctly and consistently to improve the quality and effectiveness of behaviour	
Role Priority 2: Develop and maintain collaborative relationships with all internal and external stakeholders in a manner that is responsive to the needs of participants.	
Behavioural Guidelines	Evidence (KPI)
Foster positive and collaborative relationships with the participant, families, staff, and other key stakeholders	Positive feedback received from participants, their families, health professionals and other key stakeholders. Reports completed to a high standard and within required timeframes. Demonstrated ongoing engagement with a range of other key stakeholders. Increased Mercy Connect presence in the community. Record keeping systems utilised, participant notes and other documentation accurate and up to date.
Write a range of reports and other communications in a professional manner, which meets the requirements of the intended audience.	
Work cooperatively and in partnership with other health professionals and service providers to ensure a multidisciplinary approach to service delivery.	
Maintain appropriate records including accurate clinical notes to ensure legal adequacy.	
Liaise with, and provide reports to the NDIS, Support Coordination, external organisations and other referrers/ funding bodies as required.	

Represent Mercy Connect and attend and participate in local forums and networking opportunities	
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Role Priority 3: Role model high quality clinical practice by identifying and delivering benchmarked best practice services.	
Behavioural Guidelines	Evidence (KPI)
Participates in professional development opportunities to support continuous learning relevant to the position.	Maintains professional requirements of the position.
Is aware of and complies with all Mercy Connect relevant policies and procedures.	All mandatory training completed within required timeframes.
Identify and implement policies and practices that are benchmarked against best practice standards.	Adherence to Mercy Connect's policies and procedures.
Participate in business / operational reviews including research as relevant.	Demonstrated understanding of and participation in ongoing business improvement and research initiatives.
Participates in regular supervision and annual performance appraisal.	Completed annual performance review in accordance with guidelines and within the agreed timeline.

I acknowledge that:

Statements included in this position description are intended to reflect duties and responsibilities that I may be required to undertake and are not to be interpreted as being all inclusive
I have read, understood and accepted the above position description and associated attachments.

Employee signature:

Print name:

Date:

Line Manager:

Print name:

Date: