

Position Description

Position title	Behaviour Support Practitioner
Department/Service	Clinical Services Team
Location	Albury
Position reports to	Behaviour Support Practitioner Team Leader
Positions reporting to this role	N/A
Budget / financial responsibilities	N/A
Employment basis	Full Time
Work Environment (e.g. Office based, Residential based, Community based)	
The Behaviour Support Practitioner role is based at Mercy Connect's Head Office in Albury but may be required to travel to other Mercy Connect sites on occasion.	

Mercy Connect Values

Our values reflect the ethos of Mercy Ministry Companions; to enhance the wellbeing of others in our support. They are inspired by Catherine McAuley's legacy, guiding and empowering us to be better.

Our Mercy-led actions of compassion, hospitality, respect, innovation, teamwork and accountability bring us together in life and work.



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 minimises the use of restrictive practices.

Essential Requirements, Qualifications, Skills & Experience

Essential Requirements:

- Highly developed knowledge of the issues, trends and philosophies underpinning the provision of services to children, young people and adults with a disability.
- 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.

Position Description

- 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:

- 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:

- NDIS Worker Screening Check.
- NDIS Worker Orientation Module.
- WWCC NSW.
- Current, valid driver's licence.
- Evidence of right to work in Australia.
- Some out of office hours work may be required.

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 licence status.

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 assessments 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.	<ul style="list-style-type: none"> • 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 individualised 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. • Staff, families, and others who interact with the person are trained in the person's plan and intervention strategies.
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 support systems.	
Provide information and skills training to participants and others implementing the behaviour support plan or other strategies.	

Position Description

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	<ul style="list-style-type: none"> 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	

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.	<ul style="list-style-type: none"> Maintains professional requirements of the position. All mandatory training completed within required timeframes. Adherence to Mercy Connect's policies and procedures. Demonstrated understanding of and participation in ongoing business improvement and research initiatives. Completed annual performance review in accordance with guidelines and within the agreed timeline.
Is aware of and complies with all Mercy Connect relevant policies and procedures.	
Identify and implement policies and practices that are benchmarked against best practice standards.	
Participate in business / operational reviews including research as relevant.	
Participates in regular supervision and annual performance appraisal.	

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: