

## JOB OPPORTUNITY

**POSITION:** BEHAVIOUR SERVICES CONSULTANT  
Specialized Resource Homes

**REGION:** All Regions

**HOURS OF WORK:** 37.5 hours per week, including evenings and weekends on an as-needed basis

Community Living Toronto, one of the largest agencies of its kind in North America, is a dynamic innovative organization committed to a vision of promoting a welcoming community. As a leader in the field, Community Living Toronto offers supports to over 6,000 individuals within an intellectual disability as well as support to their families, including residential and day support, assistance with employment, community support, early childhood services and respite.

### QUALIFICATIONS:

Bachelor's degree in Psychology, Behaviour Science, or a related discipline. A minimum of three to five years of experience in behavioural programming for individuals with developmental disabilities and complex needs. In-depth understanding of the principles of behaviour analysis (including assessment procedures, FBA, FA). Knowledge of and experience with individuals with Intellectual Developmental Disabilities (IDD) and Autism Spectrum Disorder (ASD). Familiar with the Professional and Ethical Code for Behavioural Analysts and ensures that they are practicing within the standards set by the BACB. Understands current legislation with regards to individuals with IDD and ASD. Candidates must pass a medical and be free of contagious disease in accordance with applicable regulatory requirements and maintain appropriate immunizations, subject to required human rights accommodation. Should a candidate be unable to vaccinate for bona fide human rights related reasons as protected by the Ontario Human Rights Code, Community Living Toronto will assess whether or not accommodation is possible without undue hardship based on the obligations of this position.

### JOB SUMMARY:

The Behaviour Services Consultant – SRH (Specialized Resource Homes) is responsible for developing and supervising the implementation of behaviour management programs for individuals within the Specialized Resource Homes. Works collaboratively with staff, families, clinical teams, professional supports, and community agencies, providing leadership in the area of behavioural support. Ensures that Behavioural Support Plans are developed in accordance with the legislated requirements of the Quality Assurance Measures. Responsible for preparing ongoing documentation as required by relevant stakeholders including the Ministry of Children and Youth Services, Ministry of Children, Community and Social Services, and Community Living Toronto.

### RESPONSIBILITIES:

- Utilizes evidence-based method of training that involves four components: modeling, instructions, rehearsal and feedback.
- Conducts review of training procedures in the event staff are not implementing programming as required; may result in group or individual training.
- Develops, trains staff, and implements Behaviour Support Plans (BSPs), which includes a six-month review as well as an annual third-party review, in collaboration with the supervising Board Certified Behaviour Analyst (BCBA).
- Conducts extensive research from evidence-based sources (e.g., the Journal of Applied Behaviour Analysis, etc.) for information that supports interventions and provides documentation to inform the development of programs, with a goal of preventing, diminishing, or eliminating challenging behaviours while teaching functional skills in order to increase the quality of life for the participant.
- Trains staff to collect data on observable behaviours on a daily basis; tracks, analyzes, and charts the information for presentation to the supervising Board Certified Behaviour Analyst (BCBA) to determine if there are any changes necessary to programming.
- Utilizes an initial formal, standardized assessment to better understand the person currently in service or coming into service; includes assessments with relevant disciplines currently supporting the individual, the parent/guardian of the individual, and directly with the individual.
- Completes functional behaviour assessments including functional analysis using a variety of techniques, including direct observation, collecting data on specific behaviours and administering interviews with staff and parents about the target behaviour.
- Prepares behaviour overviews using information gathered through indirect and direct assessments; revises and updates the document as the individual presents differently (e.g., behaviours, general physical appearance, preference in activities, food and engagement, change in routine, effectiveness of strategies).
- Prepares discharge reports when an individual's service concludes; includes the current physical presentation of the individual, medication and overall health, appointments attended and scheduled, self-help and life skills, current educational programs, social skills, communication skills, community integration, short- and long-term goals, areas of strengths and gains, sexual development, family involvements, and cultural and religious influences.
- Develops crisis response plans when deemed necessary (e.g., as the individual presents risks to self and others); captures in detail the concerning behaviour (s) and staff responses during different stages of escalation.

**Click APPLY and attach an up to date Cover Letter and Resume.**

**APPLY**

PLEASE QUOTE JOB POSTING # IN THE SUBJECT LINE

When required, accommodations for disabilities will be provided, on request.

**By submitting your application, you confirm that the information included is accurate and true. Misrepresentation or omission of facts in connection with your application may be sufficient cause for dismissal.**

We thank everyone for their interest in Community Living Toronto; however only applicants with the necessary qualifications, experience and education will be contacted for an interview.