



# Independent Kids AND ADULTS

We are looking for a Behaviour Support Practitioner to join our team. Our organisational vision statement is **“There are no limits to what I can do, be, achieve”**. That’s what you will get in your employment at Independent Kids and Adults. We want the best for you, our team, and our clients.

## **We promise to:**

- Allow you time to learn
- Provide structured opportunities to reach your professional goals
- Access to a wide variety of assessments, and equipment
- Provide a supportive and inclusive work environment
- Collaborate with a creative group of allied health professionals
- Support your creativity and vision
- Deliver an ethical service and work environment
- Have fun along the way

## **Why are we different?**

**We are an independent business that values individual growth and ensures your employment meets your personal and professional needs.**

- Structured 10-week onboarding process
- Collaborative weekly multidisciplinary professional development sessions
- Structured supervision program including 1:1 and peer supervision with our experienced staff
- Wide range of resources
- Internal professional development videos and resources
- Access to free confidential external counselling service through our Employee Assistance Program
- Ability to adapt your work to meet your changing needs and interests
- \$1500 Professional Development budget
- Dedicated Operations Team to support you
- Experienced Therapy Assistants
- Dedicated team member to make individualised resources and social scripts
- Flexible work hours - full/part-time hours, fortnightly RDO's
- A management team that respects your right to disengage from work and actively encourages you to do so
- Our Director of Business Operations will meet with you regularly to provide professional support and career advice

## About the role:

We are seeking a Behaviour Support Practitioner to join our team and play a crucial role in enhancing the well-being and independence of individuals. We are passionate about fostering an inclusive environment and making a positive impact in the lives of our clients with a range of needs.

In this role, you will:

- Develop individualised strategies for clients that are responsive to the person's needs, in a way that reduces the occurrence and impact of behaviours of concern and minimises the use of restrictive practices
- Undertaking functional behavioural assessments to develop behaviour support plans containing evidence-based, proactive strategies that meet the specific needs of the person displaying behaviours of concern
- Developing, overseeing and ensuring behaviour support plans to meet both clinical and NDIS requirements in consultation with the person with a disability, their family, carers and other relevant people and service providers who will be implementing the plan
- Focus on person-centred interventions to address the underlying causes of behaviours of concern or challenging behaviours, while safeguarding the dignity and quality of life of people with disability who require specialist behaviour support
- Planning and Delivering behaviour support approaches that comply with the NDIS Quality and Safeguarding Framework and OH&S legislation
- Ensuring staff are appropriately trained to implement positive behaviour strategies or use restrictive practices.
- Provide best-practice advice to all Independent Kids staff in relation to behaviour support
- Facilitating planning and training events using approaches that promote team development, person-centred thinking and positive behavioural support to develop individual plans and practical strategies leading to a life-enhancing outcome
- Following up on reportable incidents that suggest there are unmet behaviour support needs and making recommendations for implementation to address accordingly
- Lodge behaviour support plans that contain regulated restrictive practices with the NDIS Quality and Safeguards Commission
- Understanding how policies and procedures support participants with behaviour support needs
- Help staff, NDIS participants, their families, and other decision-makers to understand the NDIS Commission's behaviour support function
- Preparing monthly reporting to the NDIS Commission on the use of restrictive practices
- Developing, monitoring and actioning individualised risks plans to mitigate incidents and hazards
- Ensure services are delivered within the framework of Independent Kids policies and procedures, legislative requirements, and meet the relevant service standards
- Perform other duties and responsibilities, as directed by the Manager or delegate

## Essential Criteria:

- Relevant tertiary qualifications in allied health (Occupational Therapy, Psychology, Social Work, Counselling, Speech Pathology, Mental Health Nursing, Teaching) or extensive experience working in behaviour support
- Clinical knowledge and expertise in providing behaviour assessments and demonstrating comprehensive behaviour support planning skills
- Experience in providing clinical and/or behaviour assessment, intervention and support in the disability sector
- Demonstrate excellent interpersonal, communication and negotiation skills, and the ability to work collaboratively in high-demand environments
- Strong communication skills including effective interpersonal, conflict negotiation and resolution skills.
- Awareness and understanding of the functional and social impact of disability
- Ability to identify key stakeholders and build strong effective working relationships and partners (internally and externally)

**If you are looking for opportunities to flourish as a Behaviour Support Practitioner, we invite you to apply.**

To apply, please submit your resume and cover letter detailing your relevant experience and interest in this position to our Director of Business Operations Lee Richardson at [lee@ikot.com.au](mailto:lee@ikot.com.au). We look forward to welcoming a new member to our dedicated team!

**Setting the Foundations – Watch this video to find out more about our therapeutic approach to supporting our community**



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[www.independentkids.com.au](http://www.independentkids.com.au)