

Kent County Council

Job Description: *Positive Behaviour Support - Behaviour Technician*

Directorate:	Strategic and Corporate Services
Unit/Section:	Strategic Commissioning
Grade:	KR7
Responsible to:	Board Certified Behaviour Analyst

Purpose of the Job:

Responsible for improving outcomes for children, young people and their families or carers. Providing time limited outcome focused support which will enable and assist individuals to continue to care for their child or young person within the family environment. Provide personalised support to young people and their families as they prepare to become adults.

Undertake interventions based on the principles of Positive Behavior Support to enhance quality of life and make progress towards co-produced targets.

Work in collaboration where appropriate with identified Professionals, Colleagues and Partners to ensure co- aligned positive outcomes are achieved.

Assist with development of staff, including the allocation of tasks, and resources ensuring the service meets the aspirations of the people we support.

Main duties and responsibilities:

- Manage caseloads effectively under the direction of the Board Credited Behavioural Analyst, (BCBA). Work directly with young people, assessing their capacity to make decisions, supporting individuals to communicate their views and to understand and contribute to their plans.
- Work with professionals, children, young people, their families or carers in their own homes or community to facilitate change using recognised evidence- based tools. Implement positive behaviour support plans produced in partnership with young people to manage or change behaviours which challenge.
- Work on complex cases jointly with the young person and their professional network, undertaking specific pieces of work as required, including Child Protection or Adult Safeguarding.
- Enable young people and their families to access wider support services. Support groups or individuals who have been identified as being at risk of

poorer outcomes. Develop and facilitate parent and user led groups that will promote the further development of children and young people.

- Provide support to those who require an enhanced level of service. Take responsibility to escalate any concerns in line with Kent County Council policies and procedures.
- Responsible for maintaining records that monitor progress to high and consistent standard. Utilise information to improve practice and provision. Maintain accurate records using the Social Care electronic system. Provide Written and verbally reports for formal meetings when required in line with Kent County Council policies and procedures.
- Implement and embed the Positive Behavioral Support model throughout the service, devising, implementing and reviewing PBS plans and risk management. Ensuring Positive Behavioral Support plans are completed and positive outcomes are being met.
- Identify and action any safeguarding and welfare issues in line with KCC policy and procedures to ensure that the child / young person's rights and freedoms are protected and that quality and standards of services provided are maintained.
- The ability to work flexibly within a specific geographical area. Working patterns that will include evenings, weekends as required.
- Mentor, develop and upskill identified Professionals and colleagues to ensure a comprehensive and flexible approach toward PBS is achieved.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: *PBS Behavioural Technician*

The following outlines the criteria for this post. Applicants who have a disability and who meet the minimum criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none">• Level 3 Diploma in Health and Social Care or equivalent• GCSE at A*-C or equivalent in Maths and English• Higher level Positive Behavioural Support / ABA Qualification, BTEC level 4/5, Diploma, BA/BSC, MSC, or demonstratable equivalent.
EXPERIENCE	<ul style="list-style-type: none">• Experience of undertaking direct work working with children, young people and families, in either a voluntary or statutory setting or working with families to affect change.• Assessing, evaluating, gathering data and identifying functions of behaviours in order to devise and implement Positive Behavioural Support Plans.• Experience of working with adults, children or young people with challenging behaviour• Experience of working within a multi-agency environment/partnership• Demonstration of leadership within a team.• Sound awareness of social issues and knowledge and experience of the challenges relating to particular individuals.
SKILLS AND COMPETENCIES	<ul style="list-style-type: none">• Equip young people and families with the tools to upskill themselves to make sustainable positive change• Good communication skills, both oral and written, and interpersonal skills in order to communicate effectively with service users and their families, colleagues and external agencies• A history in conducting assessment and developing, implementing and evaluating interventions for individuals presenting with behaviours that challenge.• Computer literate• Ability to prioritise workload and to work flexibly to meet clients needs.

	<p>and actions</p> <ul style="list-style-type: none">• Curious – constantly learning and evolving
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