

Kent County Council

Job Description: *Behaviour Technician*

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| Directorate: | Strategic and Corporate Services |
| Unit/Section: | Strategic Commissioning |
| Grade: | KR7 (KR8 if a Registered Behaviour Technician as certified by the BACB) |
| Responsible to: | Board Certified Behaviour Analyst |

Purpose of the Job:

Through robust supervision from the BCBA, undertake interventions based on the principles of Behaviour Analysis (including Positive Behaviour Support) to enhance quality of life and make progress towards co-produced targets, to improve outcomes for children and/or young adults, and their families or carers.

Providing time limited solution-focused support which will enable and assist individuals to continue to care for their children and/or young adults within the family environment. Provide personalised support to young adults and their families as they develop their independence. 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 Certified Behaviour Analyst, (BCBA). Work directly with children / young adults, enabling them to make decisions about their own care, supporting individuals to communicate their views and to understand and contribute to their plans.
- Work with professionals, children / young adults, and their families or carers in their own homes or community to facilitate change using recognised evidence-based tools. Support network to implement Behaviour Team recommendations produced in partnership with children / young adults to manage or change behaviours which challenge.
- Work on complex cases jointly with the children / young adult and their professional network, as directed by the BCBA.
- Signpost children / young adults and their families to access wider support services, with the support of the wider Dynamic Support Service team, as part of fading intensive behaviour support interventions.
- 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 collecting and maintaining records / data that monitor progress, to a high and consistent standard. Utilise information to improve practice and provision through ongoing supervision from the BCBA. Provide written and verbal reports post-sessions and for formal meetings when required in line with Kent County Council policies and procedures.
- With supervision from the BCBA, conduct Functional Behaviour Assessments to create Behaviour Team Reports and Recommendations that are reflective of that child / young adult's needs. Review recommendations regularly.

- Complete and regularly review Risk Assessments in line with Kent County Council policies and procedures.
- Promote the Behaviour Analytic model across the service.
- Identify and action any safeguarding and welfare issues in line with Kent County Council policy and procedures to ensure that the young adult'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 may include evenings, weekends as required.
- Mentor, develop and upskill identified professionals and colleagues to enable a comprehensive and flexible approach toward behaviour recommendations being achieved.
- Engaging positively in robust supervision facilitated by the BCBA, problem-solving and being creative in solutions and open to direction as appropriate.
- If not already certified, work towards the Registered Behaviour Technician qualification, as accredited by the Behaviour Analytic Certification Board.

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

Kent County Council

Person Specification: *Behaviour Technician*

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

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

| | CRITERIA |
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| 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 demonstrable equivalent • A Full UK driving licence -The role requires travel to visits across Kent and Medway, so applicants must have a license and access to a car |
| EXPERIENCE | <ul style="list-style-type: none"> • Experience of undertaking direct work with young adults 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 children / young adults with behaviours that challenge • 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 ABILITIES | <ul style="list-style-type: none"> • Equip children / young adults 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, including MS Office suite e.g. MS Word, MS Excel, MS Outlook • Ability to prioritise workload and to work flexibly to meet client needs • Ability to work effectively on own initiative as well as part of the team • Effective planning and organisational skills • Ability to be an effective and proactive leader • Ability to work proactively in environments that may be in crisis and draw up strategies in order for families, young people or professionals to develop ownership over a situation e.g. establish why, when and how behaviours will occur and then support families, young person or |

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| | <p>professionals in a way that minimises these 'triggers'. Therefore, having the ability to think and respond creatively, positively and with flexibility</p> |
| <p>KNOWLEDGE</p> | <ul style="list-style-type: none"> • Knowledge of key legislation underpinning the provision of social care services for both children and adults. With up to date understanding of the key issues and relevant theoretical background related to children's safeguarding and thresholds • Knowledge of Behaviour Analysis / Positive Behaviour Support and related assessments and frameworks that support young adults and their families • Knowledge of the resources available in the local community and an awareness of new services and initiatives • Staff will be expected to have an awareness of and work within national legislation and Corporate and Directorate policies and procedures • Knowledge of mental health, mental capacity, substance misuse, domestic violence and poverty and how these impact on families, their environments and children |
| <p>KENT VALUES AND CULTURAL ATTRIBUTES</p> | <p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p> |

Kent County Council

Job Description: *Registered Behaviour Technician*

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| Directorate: | Strategic and Corporate Services |
| Unit/Section: | Strategic Commissioning |
| Grade: | KR8 |
| Responsible to: | Board Certified Behaviour Analyst |

Purpose of the Job:

Through robust supervision from the BCBA, the Registered Behaviour Technician (RBT) will undertake interventions based on the principles of Behaviour Analysis (including Positive Behavior Support) to enhance quality of life and make progress towards co-produced targets, to improve outcomes for children and young adults, and their families or carers.

Providing time limited solution-focused support which will enable and assist individuals to continue to care for their children / young adults within the family environment. Provide personalised support to children / young adults and their families as they develop their independence.

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

Assist with development of staff of Behaviour Technicians not yet certified, 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 Certified Behaviour Analyst, (BCBA). Work directly with children / young people, enabling them to make decisions about their own care, supporting individuals to communicate their views and to understand and contribute to their plans
- Lead by example through professional practice following the RBT Code of Ethics, to support the development of non-registered Behaviour Technicians
- Work with professionals, children / young people, and their families or carers in their own homes or community to facilitate change using recognised evidence-based tools. Support network to implement Behaviour Team Recommendations produced in partnership with young adults to manage or change behaviours which challenge
- Work on complex cases jointly with the children / young people and their professional network, as directed by the BCBA.
- Signpost young people and their families to access wider support services, with the support of the wider Dynamic Support Service team, as part of fading intensive behaviour support interventions.
- 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 collecting and maintaining records / data that monitor progress, to a high and consistent standard. Utilise information to improve practice and provision through ongoing supervision from the BCBA. Provide written and verbal reports post-sessions and for formal meetings when required in line with Kent County Council policies and procedures.
- With supervision from the BCBA, Conduct Functional Behaviour Assessments to Behaviour Team Reports and Recommendations that are reflective of that child / young

adult's needs. Review recommendations regularly.

- Complete and regularly review Risk Assessments in line with Kent County Council policies and procedures.
- Promote the Behaviour Analytic model across the service.
- Identify and action any safeguarding and welfare issues in line with Kent County Council policy and procedures to ensure that the young adult'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 may include evenings, weekends as required.
- Mentor, develop and upskill identified professionals and colleagues to enable a comprehensive and flexible approach toward behaviour recommendations being achieved.
- Engaging positively in robust supervision facilitated by the BCBA, problem-solving and being creative in solutions and open to direction as appropriate.
- Maintain RBT Credentialling through ongoing supervision with the BCBA, and completing the Competency Assessment in good-enough time ready for re-certification.

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

Kent County Council

Person Specification: *Registered Behaviour Technician*

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| EXPERIENCE | <ul style="list-style-type: none">• Experience of undertaking direct work with young adults 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 young adults with behaviours that challenge• 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 ABILITIES | <ul style="list-style-type: none">• Equip young adults 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, including MS Office suite e.g. MS Word, MS Excel, MS Outlook• Ability to prioritise workload and to work flexibly to meet client needs• Ability to work effectively on own initiative as well as part of the team• Effective planning and organisational skills• Ability to be an effective and proactive leader |

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| | <ul style="list-style-type: none"> Ability to work proactively in environments that may be in crisis and draw up strategies in order for families, young people or professionals to develop ownership over a situation e.g. establish why, when and how behaviours will occur and then support families, young person or professionals in a way that minimises these ‘triggers’. Therefore, having the ability to think and respond creatively, positively and with flexibility |
| KNOWLEDGE | <ul style="list-style-type: none"> Knowledge of key legislation underpinning the provision of social care services for both children and adults. With up to date understanding of the key issues and relevant theoretical background related to children’s safeguarding and thresholds Knowledge of Behaviour Analysis / Positive Behaviour Support and related assessments and frameworks that support young adults and their families Knowledge of the resources available in the local community and an awareness of new services and initiatives Staff will be expected to have an awareness of and work within national legislation and Corporate and Directorate policies and procedures Knowledge of mental health, mental capacity, substance misuse, domestic violence and poverty and how these impact on families, their environments and children |
| KENT VALUES AND CULTURAL ATTRIBUTES | <p>Kent Values:</p> <ul style="list-style-type: none"> We are brave. We do the right thing, we accept and offer challenge We are curious to innovate and improve We are compassionate, understanding and respectful to all We are strong together by sharing knowledge We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p> |