

Kent County Council

Job Description: Junior Behaviour Analyst

Directorate: Children and Young People and Education

Unit/Section: Strategic Commissioning

Grade: KSH

Responsible to: Lead UKBA (Cert) / BCBA

About the role:

The Junior Behaviour Analyst is responsible for managing a complex caseload and supporting neurodiverse young adults, directing assessments, interventions, and robust supervision, that lead to positive changes for the person, their network and wider system. They will also be expected to provide in-person direct work within a behaviour analytic lens alongside the team's current Behaviour Technicians.

The successful candidate will need to be flexible in approach, solution-focused, and have the ability to maintain resilience under pressure. Ideal candidates will have a strong capacity for understanding and navigating complex situations, have a high degree of empathy and an ability to communicate calmly and effectively in situations which may be physically and emotionally challenging.

The role requires a level of leadership as there is expectation that the role will hold supervisory responsibility for Behaviour Technicians who will support in the implementation of the interventions directed by the UKBA(Cert) / BCBA and/or Junior Behaviour Analyst. If the successful candidate is not yet certified as BCBA / UKBA (Cert), robust supervision from the UKBA(Cert) / BCBA overseeing the Behaviour Team will be required to ensure they are meeting the highest standards expected for the role.

The role requires excellent and diverse communication skills: to work sensitively with neurodiverse young adults with or without a mental health need and their families / support networks. While also being a voice for collaboration with the wider care provision to ensure a stable and personalised approach to behaviour analytic work.

The candidate will maintain the highest standards of record keeping including electronic data entry and recording in accordance with professional codes of practice and GDPR principles.

The role is required to work within the Behaviour Analyst Certification Board and UK Society of Behaviour Analysis professional disciplinary and ethical standards. The candidate is expected to maintain their relevant certification.

Main duties and responsibilities:

Use of behaviour analytic skills to develop rapport with clients and professional networks. Undertake complex functional behaviour assessments and/or functional analysis to develop formulations and hypotheses of the functions of the behaviours of concern, as directed by the

UKBA(Cert) / BCBA overseeing the Behaviour Team. Apply behaviour analytic principles to real-life situations to develop effective, function-based interventions and behaviour plans. Complete a comprehensive functional behaviour analytic report including recommendations, and present your findings to the individual, their families / carers and professional network. Ensure there is robust data to validate the intervention strategies.

Manage caseloads effectively under the direction of the UKBA(Cert) / BCBA overseeing the Behaviour Team, including allocation of the Behaviour Technicians supervised, including matching the individual and staff characteristics and resource availability. Ensure all staff have regular, robust supervision that meets the minimum required supervision standards for Registered Behaviour Technicians (this will be supervised by UKBA(Cert) / BCBA overseeing the Behaviour Team). Support supervisees and the individuals' networks to overcome barriers to understanding their behaviour.

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 UKBA(Cert) / BCBA overseeing the Behaviour Team. Provide written and verbal reports post-sessions and for formal meetings when required in line with Kent County Council policies and procedures.

Upskill the wider workforce in Behaviour Analytic strategies and support the development of a Behaviour Analytic approach. Collaboratively engage the individual and the wider network in the process of the young adult's support. Complete and present progress to the network through partnership agreed meetings and collaborative working within the wider Dynamic Support Service. Deliver both formal and informal training to network to activate a commitment to supporting the person. Ensure effective use of resources in line with agreed Service requirements and advise the UKBA(Cert) / BCBA of any concerns where management action may be required. Junior Behaviour Analyst to have frequent supervision and observation from UKBA(Cert) / BCBA overseeing the Behaviour Team.

Support the UKBA(Cert) / BCBA to implement quality control mechanisms in order to monitor standards and practice, ensure client feedback, and that service delivery is effective and consistent with the business plan. Undertake ongoing risk assessments and risk management; ensure all processes and procedures in relation to safeguarding, health and safety, and risk management are comprehensively followed as per Kent County Council policies and procedures.

Identify and action any safeguarding and welfare issues in line with Kent and Medway safeguarding 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.

Kent County Council
 Person Specification: Junior Behaviour Analyst

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

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

	CRITERIA
QUALIFICATIONS	BCBA and / or UKBA(Cert), or working towards completion BCaBA and / or UKBA(Assistant), or working towards completion
EXPERIENCE	<p>Experience supporting young adults with complex neurodiverse presentations who may have co-morbid diagnoses (e.g., generalised anxiety, OCD, Bipolar Disorder) and experienced adverse childhood experiences or trauma.</p> <p>Experiencing supporting young adults who engage in behaviours of concern.</p> <p>Experience implementing behavioural programmes across various settings (e.g., family homes, residential homes, hospital and community settings).</p> <p>Working within a Multi-Disciplinary Team environment.</p> <p>Assessing, evaluating, and gathering data.</p> <p>Experience of effectively using supervision opportunities to develop professional learning and behaviour analytic skills.</p>
SKILLS AND ABILITIES	<p>Good negotiating and inter-personal skills.</p> <p>Excellent communication and IT skills, including MS Office Suite e.g. MS Outlook, MS Word, MS Excel, MS Teams.</p> <p>Leadership and team building skills.</p> <p>Good organisation and administrative skills.</p> <p>Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day.</p> <p>Ability to operate a 'Customer Care' culture.</p> <p>Report writing to a professional standard.</p>
KNOWLEDGE	Up-to-date knowledge of legislation, national and local policies, and issues in relation to a neurodiverse client group, ABA and Positive Behaviour Support, and the most up-to-date ethical practices.

	<p>Knowledge of Health and Safety legislation and its application in the workplace.</p> <p>Knowledge of all relevant legislation e.g., Children Act 1989;2004, Working Together 2015; Children & Families Act 2014; Mental Capacity Act 2005.</p> <p>Commitment to equalities and the promotion of diversity in all aspects of working.</p> <p>Awareness of Information Governance, Data Protection and confidentiality issues.</p> <p>Staff will be expected to have an awareness of and work within national legislation and Corporate and Directorate policies and procedures relating to Health and Safety.</p>
<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>