



ADAPTABILITIES
CREATING SUCCESS FOR LIFE

AdaptAbilities is a registered charity that provides an essential service to individuals with special needs and their families. Our unique programs promote positive self-care and well-being, empowering individuals to grow, succeed and belong. We are looking for dedicated professionals who share this vision to join our team. This is an opportunity to make a difference, supporting individuals to be a part of their community.

Behavioural Support Coordinator

Purpose

The Behavioural Support Coordinator collaborates across all AdaptAbilities' programs in the effective implementation and monitoring of Positive Behaviour Strategies (PBS) to remove barriers to program participation or community inclusion. The Behavioural Support Coordinator provides oversight for the performance and outcomes of all 1:1 Positive Behavioural Support Teams. Reporting to the Program Development Manager, the Behavioural Support Coordinator is accountable for all strategic activities related to effective behaviour management. The Behavioural Support Coordinator will influence access to appropriate resources, program planning, and training requirements, in accordance with AdaptAbilities' vision and values.

Key Functions

- Coordinate PBS for all required program participants, teams and staff providing a proactive, responsive, behavioural resource within our service delivery model.
- Provide effective supervision, coaching and performance management to 1:1 teams
- Monitor for the consistent application of positive strategies, integrity of collected data, evaluation of PPP/RP effectiveness and any required modifications as a result of behavioural observation or data results
- Lead the successful application and review of all approved Restrictive Procedures to reduce risks to self or others due to anticipated behaviours of concern within identified standards and timelines
- Role model and coach behavioural changes in staff to improve effective approaches for positive behavioural supports.
- Ensure quality and reliability of all data collection utilizing accurate data to inform service delivery and strategies.
- When possible use the *Enterprise Resource Planning* (ERP) application effectively to gather and report data, and relevant information
- Review, and suggest edits to update policies, procedures and processes as needed relative to effective positive behavior supports for all programs as required.
- Lead formal training opportunities relative to effective behavior management
- Complete other duties as required

Qualifications

- Bachelor's degree or diploma in the fields of Disability Studies, Rehabilitation, Education, Psychology or related disciplines
- 3-5 years of experience successfully supporting individuals with behaviors of concern in a program leadership role
- Working knowledge of Applied Behavioural Analysis
- Proven track record of positively influencing change management and incorporating evidence based practices
- Good working knowledge and integration of "Creating Excellence Together" standards
- Excellent leadership, interpersonal, coaching and team building skills
- Proven ability to facilitate groups and adult learners

Redefining the respite
CARE INDUSTRY



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- Strong organization and problem-solving skills, ability to prioritize multiple evolving tasks
- Excellent interpersonal, organizational and stakeholder communication
- Proficient in Microsoft Office and Google Suite products
- Valid driver's license and own vehicle required
- Excellent written and verbal communications skills
- Clear Police Information Check and Intervention Record Check
- Certification in Non-Violent Crisis Intervention

Working Conditions

This full time position is primarily Monday to Friday between 7:30am-6:00pm to a maximum of 40 hours per week. Flexibility to work evenings and weekends is required.

Compensation Package

\$24.42 to \$28.27 per hour. An attractive health and dental benefit package, paid personal days, RRSP matching and Health Spending Account including two weeks vacation. Business mileage for travel over 25km from the point of origin to the point of destination and return will be reimbursed at the per kilometer rate established by the CRA each year.

Application Deadline: Position will remain open until suitable candidate is found. E-mail resume quoting the position title in the subject line to: employment@adaptabilities.ca

Redefining the respite
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