



Job Title & Salary	Behaviour Specialist, Pay scale in line with the HSE Codes – Senior Play Therapist.
Location of Post	Based in the CRC (Lead Agency) Children's Disability Network Teams, Dublin – Clontarf, Swords, Balbriggan and Waterford The CRC Children's Disability Network Teams (CDNT) provide intervention to children from the age of 0-18 years, presenting with complex developmental needs requiring inter-disciplinary intervention. Our services are based upon a Family Centred Practice Model in line with the Progressing Disability Services. CRCs CDNT Teams are located in Dublin and Waterford.
Details of Service / Purpose of the Position	About the CRC Established in 1951, the Central Remedial Clinic (CRC) is a voluntary organisation and national charity working with children and adults with disabilities. The CRC is a publicly funded Section 38 Agency, a registered charity, and a company limited by guarantee. It is a non-residential national service for the care, assessment, treatment and development of children and adults with disabilities. The CRC works with approximately 4,000 children and adults with disabilities throughout Ireland and has two main centres in Dublin Clontarf and Clondalkin, and two regional centres in Limerick and Waterford. Services are also provided from additional sites in Dublin: Swords, Balbriggan, Ongar, Killester, Hartstown, Firhouse, Raheny, and Clongriffin. The CRC is a lead agency with Children's Teams in the following five areas: Clontarf, Clondalkin, Balbriggan, Swords and Waterford. The purpose of this post is to provide specialist expertise in the area of Positive Behaviour Support. The post holder will be a key member of a CDNT providing a family centred and quality service to children with complex needs designing the supports needed to help children reach their full potential, meet their goals and become as independent as possible. In addition, to assessing and providing written reports relating to the detailed Functional Assessment of Behaviour that informs of the support needs of the individual.
Reporting Relationship:	Reporting directly to the Children's Disability Network Manager on each network team. with the understanding that this reporting line may be amended in line with the ongoing organisation transformation programme and future organisational design developments.
Liaison/ Communication &	The Behavioural Therapist Children will work collaboratively with the following:

Key Working Relationships:	· CRC's Management Team · CRC Kaizen Promotion Office · Children's disability Network Manager, · All members of the IDT team within each network , · Primary care teams · local Camhs team and relevant organisations. This list is not exhaustive, and it is envisaged that the successful candidate would forge appropriate relationships as befitting the role
Accountability, Duties and Responsibilities	To provide specialist knowledge, expertise and care to children and young people who display behaviours of concern, require support in achieving their goals and would benefit from behavioural supports in improving their quality of life. · To conduct Functional Behavioural Assessments to identify the required supports for the child. · To develop and implement function based Positive Behaviour Support interventions to positively impact upon the lives of children and their families. · To monitor and evaluate the effectiveness of interventions, ensuring that families and appropriate staff have an appropriate mechanism to monitor the implementation of the Behaviour Support Plan. · Support staff members to integrate the Behaviour Support Plan into the overall individual IFSP. · To work within CDNT to meet the needs of children and families and attend multidisciplinary meetings. · To provide support and training to staff/families in the implementation of Positive Behaviour Support plans. · Effectively manage time and caseload in order to meet changing and developing service needs. · Contribute where appropriate to the development and review of policies and procedures, which comply with agreed best practice. · Review and analyse incidents of concern, to ensure that they inform the Behaviour Support Plans and advice of the appropriate corrective action (as required). · Other duties as deemed necessary by the CDNM to ensure care, welfare, safety, and security of all children.

Skills, competencies and/or knowledge	· The Behaviour Specialist must have strong client focus which subscribes to the overall purpose, functions and professional ethics of behaviour analysis. · Ensure that all Behaviour Support Plans are of the highest quality, are compliant with all regulatory standards and are evidence based. · Promote and support a comprehensive understanding and use of effective Positive Behaviour Support principles and effective differential reinforcement procedures. · Ensure that your skills, knowledge and expertise remains current including latest Behaviour Analytical research and ensuring that Behaviour Analytical principles and techniques are being applied appropriately throughout the team. Client Advocacy · The Behaviour Specialist role involves communication, negotiation and representation of the service user's values and decisions in collaboration with other health care workers and community resource providers. · Develop and support the concept of advocacy, particularly in relation to service users participating in decision making, thereby enabling informed choice of care provisions. · Respect and maintain the privacy, dignity and confidentiality of the service user. · Proactively challenge any interaction which fails to deliver a quality service to service users. · To actively promote a restraint free environment for each service user. Education & Training · The Behaviour Specialist is responsible for the training and education of staff in the support of persons who display behaviours of concern, require support in achieving their goals or would benefit from behavioural supports in improving their quality of life. This training will be both within the team and also to families and other stakeholders.

	· Provide a high level of professional and clinical leadership. · To demonstrate innovative practice in the provision of care, in line with the scope of professional practice, service needs and the ethical compliance code for behaviour analysts. · Responsible for ensuring their own continuing professional development to core clinical and professional competence is kept up to date. · Use relevant educational opportunities to maintain the highest standard of care to service users. Audit & Research · The Behaviour Specialist must audit practice and participate in developing an appropriate database of clinical information to ensure adequate planning and utilisation of resources in support of persons in the organisation · Maintain awareness within the speciality of current developments in behaviour analytical research. · The Behaviour Specialist will attend internal and external training appropriate to the role to collaborate and network with other Specialists and groups working in the area of Positive Behaviour Supports. · Ensure that accurate documentation and record keeping is maintained. Consulting · Generate and contribute to the development of clinical standards and guidelines and support implementation. · Provide specialist knowledge, expertise and care in conjunction with the multidisciplinary team. Involvement in Care · Collaborate with the clinical team to assess, plan, implement, and evaluate care that addresses the supports required for each individual. · Design Behaviour Support Plans for individual Service Users presenting with behaviours of concern.
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	· Work as part of the MDT, particularly Psychology to ensure a comprehensive and consistent approach to care for persons who display behaviours of concern. · Liaising with other agencies ie CAMHS as appropriate Risk Assessment · Ensuring the assessment of clinical and environmental risks are discussed and developed in consultation with the MDT and the Risk Manager. Values Alignment · The post holder will be expected to live the CRC values of person centredness, respect, quality, collaboration, courage and stewardship and demonstrate behaviour consistent with the Values of the CRC.
Eligibility Criteria Qualifications and/or experience	Candidates must demonstrate sufficient competency and professional knowledge to carry out the duties and responsibilities of the role. Education and Skills – ESSENTIAL CRITERIA · <i>Hold certification as a Board Certified Behaviour Analyst with three years' experience in a similar role.</i> <i>or</i> <i>A Masters level qualification the area of behavioural assessment and intervention (e.g. MSc in Applied Behaviour Analysis, Diploma in Applied Psychology of Learning Disability (Challenging Behaviour), be actively pursuing certification with the Behaviour Analyst Certification Board with at least three years' experience working in a similar role or five years' experience working within ID services.</i> · Evidence of participation in continued professional development. · Holds a full clean driving license and access to a car. · Demonstrates competence and capability of undertaking the duties attached to the office. · Possesses the clinical, managerial and administrative capacity to properly discharge the functions of the role.

	.Organisational & Role Specific Knowledge · Demonstrates detailed knowledge of the services provided by the team. · Awareness of the function and role of the children's Network Disability Teams and Progressing Disability Services. · Knowledge of HIQA, the Health Act 2007- 2013 & Mental Health in Intellectual disability. · Awareness of national policies shaping the disability sector. Communication · Effective communication skills both verbal and written. · Ability to effectively influence and negotiate with others. · Proficient in Microsoft suite and strong IT skills relevant to the role. · Ability to work on own initiative with low levels of managerial supervision. · Understanding the importance of the MDT in the provision of care and the ability to develop and maintain relationships with all stakeholders. Leadership · Previous experience of working as part of a team. · Ability to organise own and team's work efficiently, prioritise tasks within a highly dynamic and ever-changing environment. · Resilience, positive attitude and openness to change. · Displays high personal standards, gives and receives feedback and ensures staff are aware of their roles and responsibilities. · Is visible and publically champions change to provide direction. · Takes responsibility within the team and manages own performance ensuring it is aligned to strategic goals. · Develops talent among the team and engages knowledge sharing. Planning and Organising
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	· Effectively deal with a wide range of information sources, investigating all relevant issues. · Draws accurate conclusions and makes balanced and fair recommendations backed up with evidence. · Ability to deploy resources efficiently to maximise service delivery and maintain standards. · Works with local management to ensure departments strategy is in support of the strategic plan and develops resourcing models to underpin its implementation. Management · Ability to build and/or maintain a team and encourage teamwork amongst staff. · Ability to manage performance, leading and coaching staff to achieve quality standards in their area of work. · Ability to manage conflict and devise solutions to resolve it. · Proven ability to provide an effective Behaviour Specialist service. · Ability to manage and prioritise a Behaviour Specialist case load. · Demonstrates understanding of legislation and policies that guide the work of the Behaviour Specialist department and the team Health A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. Character Each candidate for and any person holding the office must be of good character. Age Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs. Other requirements specific to the post: Successful candidates must have access to appropriate transport to fulfil the requirements of the role as the post will involve travel
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	This is not an exhaustive list of duties. You may be required to perform any other such duties as may be assigned by your manager or person nominated by them. Informal Enquires to Eithne Kilty, Head of Community Integration ekilty@crc.ie
Shortlisting	Applicants may be shortlisted for interview based on information supplied in their CV at the closing date or in other specified assessment documentation. Criteria for short listing are based on the requirements of the post as outlined in the post specific requirements, duties, skills, competencies and/ or knowledge section of this job specification and the information supplied. C