ST. MICHAEL'S HOUSE Services For People With Disabilities

Ballymun Road
Ballymun, Dublin 9
D09DX37

Tel: (01) 884 0200
Email: info@smh.ie
Website: www.smh.ie

Job Title	Behaviour Specialist – Adult Services (Intellectual Disability and Autism)
Employing agency	St. Michael's House
Salary	**Salary Scale**: The successful candidate will be paid in line with the June 2026 HSE revised consolidated Senior Play Therapist pay scale 3705 (point 1; €65,197 – point 09; €76,767 LSIs per annum based on working a 35-hour week). **Should you have no prior public sector experience you will be placed on point 1 of the pay-scale above.**
Annual Leave	Annual leave entitlement is 29 days pro rata per annum
Working Hours	35 hours per week based on a 5-day week.
Contract Type	Full-time, permanent contract
Probation	A probationary period of 6 months The probation period may be extended at the Employer's discretion.
Reporting to:	The Behaviour Support Specialist is a member of the Psychology Department. As such, the Principal Psychologist (Adult Services) is responsible for Line Management.
Supervision	Clinical supervision will be provided by a qualified senior psychologist and in line with PSI Guidelines.
Location:	St. Michael's House Adult services operate out of 3 main offices, situated in Ballymun, Coolock and Goatstown. The location of the post will be across services in these areas.
Purpose of the Post	The role of the behaviour specialist is to contribute to developing positive behaviour support plans and, in some cases, multi element positive behaviour support plans in conjunction with frontline staff and other clinicians where relevant. These plans support our service users with their behaviour, help to teach them new skills and help to improve their overall wellbeing and quality of life. The role will also

ST. MICHAEL'S HOUSE Services For People With Disabilities

Ballymun Road
Ballymun, Dublin 9
D09DX37

Tel: (01) 884 0200
Email: info@smh.ie
Website: www.smh.ie

	involve promoting positive behaviour support alongside psychology, across the organisation.
Qualification	**Formal Education/Training** • A PSI accredited undergraduate Degree in Psychology or other relevant level 8 Degree (e.g. Nursing, Social Care). • A Masters Degree in Applied Behaviour Analysis. • We also welcome applications from Behavioural Psychologists who are chartered by PSI and from those currently completing their post graduate supervised practice hours in pursuit of chartership. **Work Experience** • Minimum of four years supervised experience working in behaviour support roles: carrying out functional assessments; developing Positive Behaviour Support plans; supporting and coaching social care staff teams to implement interventions for people with intellectual disabilities and/or Autism. • Experience developing adaptive/functional skills training programmes for people with intellectual disabilities and/or Autism. • Experience working collaboratively within a multi-disciplinary clinical team • Demonstrated history of caseload management and good organisational skills
Clinical Duties and Responsibilities:	**Positive Behaviour Support** To engage in the assessment, development, implementation and review of positive behaviour support plans for service users with complex ASD diagnosis. PBS plans may evolve into multi-element PBS plans involving other clinicians. Monitor outcomes of these PBS plans and adapt interventions as required in consultation with allocated psychologist. **New Referrals Assessment** At the request of the head of psychology, through the New Referrals Committee chair, to contribute to assessing the needs of new referrals for individuals with a diagnosis of ASD, prior to intake if possible. To contribute to collaboratively design services and support interventions that will effectively address any assessed needs.

ST. MICHAEL'S HOUSE Services For People With Disabilities

Ballymun Road
Ballymun, Dublin 9
D09DX37

Tel: (01) 884 0200
Email: info@smh.ie
Website: www.smh.ie

	Functional Assessment To identify contextually sensitive, function-based interventions and supports for people who present with behaviours of concern in line with best practice for positive behaviour support. **Implementation Support** To contribute to the design of intervention plans that are evidence-based and have good contextual fit with the service environment(s). To support the implementation of these plans with evidence-based training and organisational behaviour management strategies. **Collaborative Working & Stakeholder Involvement** To work collaboratively with service users, frontline staff and management throughout the behaviour support process e.g. by consulting with the relevant stakeholders regarding goals and priorities; by involving stakeholders in the functional assessment process; by explaining to stakeholders the conclusions of any assessments and the details of any indicated interventions; and by seeking feedback from stakeholders throughout the process. To provide support to frontline staff, as needed, following serious incidents of behaviour in collaboration with management and other clinicians with contribution to AAR where required. **Outcome Evaluation** To create workable systems that capture and summarise valid and objective behaviour support outcomes and to support services to collect these data. To contribute to audits. **Service Development** To work collaboratively with services to create environments that are capable of effectively supporting people with behaviours of concern: to contribute to assessments of the service delivery environment relative to individual needs e.g., risk assessments; to deliver workshops & training; and to support practice leadership within and across services etc. **Training Development & Delivery** To support the design and delivery of service-specific workshops and service-wide training packages on issues related to the support of people with behaviours of concern e.g. positive behaviour support; reactive behaviour management strategies; trauma-informed support; disability specific awareness; systematic instruction; active support; practice leadership etc.

ST. MICHAEL'S HOUSE Services For People With Disabilities

Ballymun Road
Ballymun, Dublin 9
D09DX37

Tel: (01) 884 0200
Email: info@smh.ie
Website: www.smh.ie

	Policy, Strategy & Projects To contribute to the development of policies and procedures that relate to the area of positive behaviour support. To contribute to other quality improvement, strategic and service development projects as necessary. **Ethical Practice** To act at all times in line with relevant ethical codes and principles e.g. to adhere to principles of evidence-based practice; to work within one's competence; to avoid and manage conflicts of interest and dual relationships; to effectively advocate for service users in instances where internal or external clinical or operational service deficits represent a barrier to achieving optimal outcomes; to adhere to the principle of the least-restrictive alternative in the design and implementation of non-aversive interventions. To maintain accurate clinical records. To contribute to safeguarding and risk management processes, as delegated by head of psychology. To comply with regulatory and professional standards.
Health & Safety	These duties must be performed in accordance with St Michaels House health and safety polices. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act (2005). Staff must carry out their duties in a safe and responsible manner in line with the local policy documents and as set out in the local safety statement, which must be read and understood. 1. Participate and cooperate with legislative and safety standards as required. 2. Comply with all health and safety policies as required. 3. To participate and implement quality improvement initiatives as required by organisation.
Other Information	**Confidentiality:** Subject to the provisions of the Freedom of Information Act, 2014 applications will be treated in strict confidence. All enquires, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone, outside those directly involved in that aspect of the process. Certain items of information, not

ST. MICHAEL'S HOUSE Services For People With Disabilities

Ballymun Road
Ballymun, Dublin 9
D09DX37

Tel: (01) 884 0200
Email: info@smh.ie
Website: www.smh.ie

	specific to any individual, are extracted from computer records for general statistical purposes. **Deeming of candidature to be withdrawn:** Candidates who do not attend for interview when and where required by St. Michael's House or who do not, when requested, furnish such evidence as is required regarding any matter relevant to their candidature, will have no further claim to consideration. **GDPR:** When your application form is received, we create a record in your name, which contains much of the personal information you have supplied. This personal record is used solely in processing your candidature and should you be successful certain information you provide will be maintained on file. **Retention period for data collected:** For candidates who were unsuccessful in the recruitment process, their cover letter, CV, and interview notes will be retained for 12 months. For successful candidates, their cover letter, CV, and interview notes will be placed on their employee file and retained during their employment. Such information held is subject to the rights and obligations set out under GDPR. To make a request under GDPR please submit your request in writing to: The Data Protection Officer, St. Michael's House, Ballymun Road, Dublin 9.

Please note:
The above job is not intended to be a comprehensive list of duties and responsibilities and consequently the post holder may be required to perform other duties as appropriate to the post which may be assigned to him / her from time to time and to contribute to the development of the post when in office. This job description may change in line with the changing needs and objectives of St. Michaels House Adult Services.

Candidates should note that canvassing will disqualify them.
St. Michael's House is an equal opportunities employer.