

Job Description

DIRECTORATE:	Social Services & Wellbeing
DEPARTMENT:	Children and Family Services / Children's Residential Services
POST:	Behavioural Analyst (Cae Bryn House & Complex Intervention Provision)
GRADE OF POST:	GR11
RESPONSIBLE TO:	Residential Manager – Medium to Long Term Provision (Cae Bryn House)

JOB PURPOSE:

To work as part of the residential team providing support to looked after children and young people who require a comprehensive assessment to help inform future placement decisions.

To support and help strengthen the assessment process within the residential service Cae Bryn House and the Complex Intervention Provision, so support can be focused to the child's individual needs and the approach from residential staff and/or foster carers is consistent and well informed to help manage the emotional and behavioural challenges and carry out some direct work with children and young people.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Knowledge and understanding of behavioural management techniques and approaches including assessing, designing and implementing behaviour management plans alongside an experienced Behaviour Analyst consultant.
- Plan and organise complex activities or programs, requiring formulation, adjustment and modification.
- To provide training, mentoring and regular feedback to on site staff teams in behavioural management techniques and approaches.
- Undertake individual therapeutic assessments, create and implement behaviour support and skills plans and deliver therapy directly.
- To provide 1-1 intensive assistance to children and young people when needed.
- To develop the skills of a staff team in Behaviour Analysis and Trauma Informed approaches.
- To provide assistance with community and residential activities with a focus on increasing functional and adaptive skills.
- To provide support with all aspects of daily living and skills teaching which may include; household and domestic tasks, financial management, shopping and diet/food preparation, personal hygiene, etc.

- To assist in maintaining accurate information e.g. person centred planning and outcomes, quality assurance process and procedures and communication systems.
- To provide support, effective communication and strategies to the wider network around the child this may include multi agency group supervision around the child's network (carers, teachers, social workers) to help manage any challenges and achieve consistent support so the child can reach their full potential by delivering evidence based therapeutic approaches.
- Help inform future placement options and support reunification to a foster family, their birth family or residential placement.
- To participate in supervision sessions and staff development opportunities as agreed with your line manager and actively engage in any training in order to maintain your own professional development and enhance competency within your role.
- To participate in strategic overview of the implementation and delivery of the service model
- To fully understand and observe all matters concerning children you support and staff ensuring that confidentiality and codes of conduct are adhered to at all times.
- To have an awareness, understanding and commitment to Bridgend County Borough Council's operational policies and procedures.

GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding Team or Children's IAA Service within MASH.

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

CRIMINAL RECORDS CHECK (WHERE APPLICABLE)

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

Person Specification

Behavioural Analyst (Cae Bryn House & Complex Intervention Provision)

The following attributes represent the range of skills, abilities and experiences etc relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation / Testing
Qualifications, Education & Training	• Masters level training in Applied Behavioral Analysis. • Registration with the appropriate recognised professional body. • Must be registered with Social Care Wales. • Qualification as a Board Certified Behaviour Analyst or working towards this. • Qualifications in research methodology, staff training and/or other behavioural theories, e.g. ACT.	Yes Yes	Production of original Qualification Certificates and application form.
Knowledge & Experience	• An understanding of the issues faced by children and young people who are looked after and have experienced Adverse Childhood Experiences and trauma. • Previous experience of working with children and young people who present with behavioural challenges and complex needs. • Experienced in delivering evidence based therapeutic approaches • Understanding of the principles and expected outcomes to be delivered linked to the Social services & Wellbeing Act (Wales). • To be aware of legislation and procedures that relate to abuse and neglect.	Yes Yes Yes	Interview, application form and selection process.

Attributes	Requirements	Essential	Method of Evaluation / Testing
Knowledge & Experience (continued)	• Experience of supervising or mentoring staff. • Demonstrate experience of working as part of a team. • A basic knowledge of health & safety. • Have an awareness of the statutory guidance in The Regulation and Inspection of Social Care (Wales) Act 2016	Yes	Interview, application form and selection process.
Skills & Personal Qualities	• Able to undertake and implement complex functional assessments and plans. • Able to skilfully develop behaviour support plans, taking account of mediator variables, and support their implementation and ongoing evaluation. • Ability to work with other professionals to support children and families. • Ability to implement trauma informed interventions and approaches. • Confident presentation skills • To be confident and knowledgeable to lead and support staff teams develop their knowledge evidence based research and application to practice. • Positive attitude and high level of motivation when supporting children to achieve positive outcomes. • Ability to develop a rapport with children through active listening and the implementation of person centred approaches. • Ability to use IT systems effectively.	Yes Yes Yes Yes Yes Yes Yes Yes Yes	Interview, application form, and selection process.

Attributes	Requirements	Essential	Method of Evaluation / Testing
Skills & Personal Qualities (continued)	• Interpersonal and team working skills, including confidence and assertiveness with a 'can do' attitude. • Excellent verbal and written communication skills with the ability to engage with individuals, colleagues, managers and other relevant professionals. • Ability to work flexibly including evenings, weekends, bank holidays, wake-in nights and sleep ins when required • The ability to communicate through the medium of Welsh.	Yes Yes Yes	Interview application form, and selection process