

Behaviour Therapist			
Location	AEIOU Services	Essential Qualification(s)	Bachelor degree in psychology, special education or related discipline
Tenure and Status	Permanent, full-time	Essential licence(s)	Ability to obtain a positive blue card Senior First Aid Certificate, including Resuscitation, Anaphylaxis and Asthma
Classification	EBA	Probationary Period	3 months
Position resources	2 x Uniform Shirts	Annual Leave	5 weeks
Delegation of Duties:	Centre Manager	Authorities in your absence:	Centre Manager

AEIOU Foundation

The AEIOU Foundation is a not-for-profit organisation and one of Australia’s leading providers of full-time and part-time early intervention for children who have been diagnosed with an autism spectrum disorder who are aged 2 ½ to 6 years. AEIOU provides the only service of its kind in Queensland, delivering a curriculum which has been specifically developed to meet the individual needs and strengths of each child.

At AEIOU, children are supported by a range of professionals, including skilled learning facilitators, early childhood teachers, speech pathologists and occupational therapists. The program is also supported by a dedicated research and psychology team.

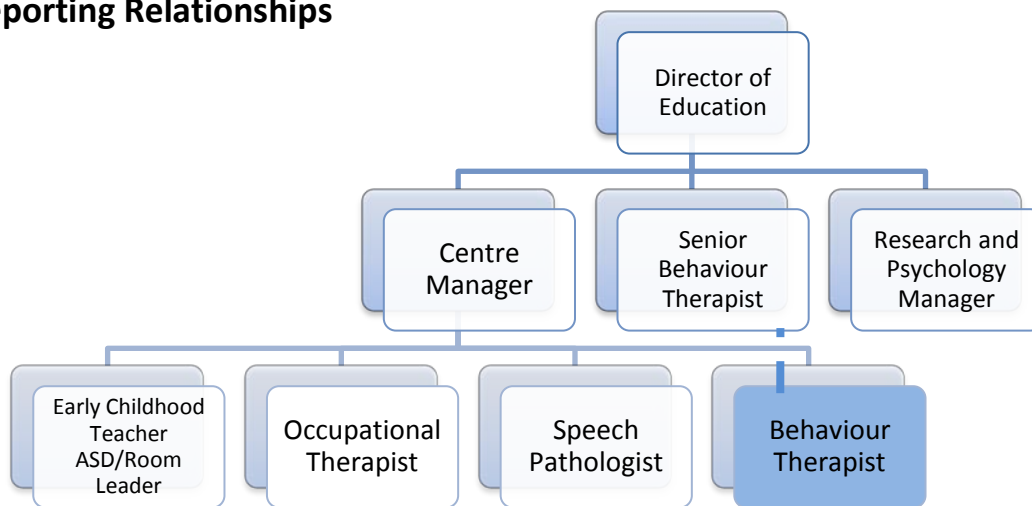
AEIOU is recognised for its work with the broader community to raise awareness, improve service delivery and for providing an evidence based early intervention program which meets the 2012 Australian Good Practice Guidelines. The Foundation is committed to delivering a high quality service, and improving the way we operate and work together.

Our Mission
 To enhance the lives of children with autism and their families through early intervention learning along with practical and caring support.

Our Vision
 For AEIOU to be recognised as the leading provider of quality early intervention learning for children with autism and to ensure that every child is provided with the maximum opportunity to reach their potential

Our Values
 Action
 Excellence
 Integrity
 Openness
 Unity

Reporting Relationships



This position works in collaboration with teachers and room leaders, occupational therapy, and speech pathology to teach the functional skills necessary to achieve the highest level of independence for that child. Behaviour therapist report directly to the Centre Manager and seeks clinical advice from Senior Behaviour therapist. Other key relationships include the wider AEIOU team, children, parents, families and carers.

Position Purpose

The role of the behaviour therapist is focused on supporting young children with autism in their learning and development while participating in the AEIOU program. The behaviour therapist will support and train staff how to implement behaviour strategies and procedures.

Responsibilities

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| <ul style="list-style-type: none"> • Provide support in the assessment of behavioural strengths and needs of each child with an ASD diagnosis • To work collaboratively within a multi-disciplinary team to deliver best practice early intervention that assists each child to maximise their cognitive and social capabilities, and to reduce or eliminate maladaptive behaviour • Develop different teaching methods that best suit the students individual learning style • Investigate how young people learn and what motivates their behaviour. • Develop evidence based scientifically-derived interventions to overcome the learning and communication deficits and behavioural excesses of individuals with autism and other developmental disabilities. • Implement and teach staff how to implement Functional Behaviour Assessment (FBA) using the science of behaviourism to guide practice • Generate therapy strategies and Positive Behaviour Support Plans utilising the scientific principles of behaviour analysis. • Conduct preference assessments, brief functional analysis (under the supervision of the Senior Behaviour Therapist only) and involved in Curriculum assessment • Monitor, evaluate and review the implementation of programs alongside identified target goals | <ul style="list-style-type: none"> • To work as part of a team to generate an environment that meets the individual needs of the individualised emotional, social, intellectual and physical needs of the children in the centre • Acknowledge families as a valuable resource and develop positive relationships with them based on mutual respect and open communication • To understand and respect parents and children with different cultural and ethnic backgrounds to ensure that diversity is valued by the centre • To contribute to appropriate meetings • Ensure that standards required by state regulations and national accreditation standards are adhered to (eg. EYLF, NQF, Good Practice Guidelines, Human Services Standards). • Maintain a professional approach to work, which reflects the centre's philosophy, policies and procedures and ensures confidentiality in all aspects of the centre operations • To undertake appropriate professional development • To contribute to the review and continuous improvement activities of the organisation • To contribute to the running of the centres, housekeeping and WHS • To demonstrate efficiency and high work ethic • To work as a team member to provide a safe and stimulating environment for children's learning, development and care |
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<p>according to Individual Plans</p> <ul style="list-style-type: none"> • Participate in the development, implementation and review of training programs for staff, families, carers and the wider community • Develop resources to support the implementation of strategies across the AEIOU Curriculum program • Maintain records and carry out other administrative duties related to functional behavioural assessment and development of the treatment intervention • Maintain a professional approach to work, which reflects the centre’s philosophy, policies and procedures and ensures confidentiality in all aspects of the centre operations • Ensure that standards required by state regulations and national accreditation standards are adhered 	<ul style="list-style-type: none"> • Contribute to an atmosphere of trust and professional respect through an attitude of openness, tolerance, constructive conflict resolution processes and maintenance of confidentiality • To contribute to arranging and maintaining the indoor/outdoor play areas in a visually stimulating, safe and hygienic condition • To be able and willing to work as an effective team member • To be able to complete administrative and auditing tasks • To carry out duties as per daily rosters and routines • To view position competencies click here
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Organisational responsibilities

<ul style="list-style-type: none"> • To comply with all AEIOU policies and procedures at all times • A commitment to meeting and exceeding client expectations • To adopt and embrace AEIOU’s values • To recognise and acknowledge the constraints that affect AEIOU and assist in making in necessary changes • To ensure the environment is kept in a safe and hygienic state at all times 	<ul style="list-style-type: none"> • To promote AEIOU to the local and wider communities A commitment to work as an effective team member • To assist team members in understanding and responding to challenges, change and conflict • To ensure that all communication is completed in a professional and polite manner • To follow and practice correct fire and emergency evacuation procedures
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Key Selection Criteria

<ul style="list-style-type: none"> • Bachelor degree in special education, psychology or related discipline • Knowledge and experience in conducting behavioural assessments with young children • Experience in conducting Functional Behaviour Assessments and the development of Positive Behaviour Intervention Support Plans • Comprehensive skills, Knowledge and experience utilising the principles of behaviour analysis 	<ul style="list-style-type: none"> • Organisational skills of a high order • Capacity to work independently and as a team member • Demonstrated high level of interpersonal and communication skills (including presentation and training skills)
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