

# POSITION DESCRIPTION

## Behaviour Therapist

<b>Essential Qualification(s):</b>	Bachelor in Psychology, Special Education or related discipline	<b>Essential licence(s):</b>	Clear Working with Children Check
<b>Classification:</b>	AEIOU Enterprise Agreement – Health Professional	<b>Probationary Period:</b>	6 months
<b>Delegation of Duties:</b>	Program or Service Manager	<b>Authorities in your absence:</b>	Program or Service Manager

### AEIOU Foundation

AEIOU Foundation's evidence-based intensive early intervention program provides opportunities for children with autism to achieve lifelong outcomes.

Our program is designed for children aged 2 to 6 years who have moderate to severe needs. Our curriculum, which meets international standards, is delivered by a transdisciplinary team of qualified therapists and educators, with a high staff-to-child ratio.

AEIOU Foundation is proud to employ highly qualified and experienced staff across our centres and we are committed to maintaining and improving skills and knowledge through a rigorous professional development program.



#### Our Mission

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



#### Our Vision

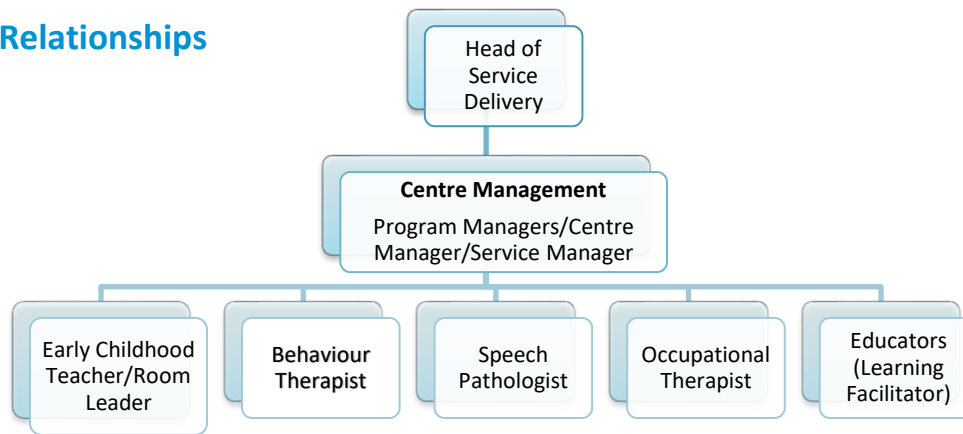
To be recognised as the leading provider of quality early intervention for children with autism and to ensure every child is given the best opportunity to reach their full potential in life.



#### Our Values

Support  
Teamwork  
Excellence  
Passion

## Reporting Relationships



## 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"> <li>• Provide support in the assessment of behavioural strengths and needs of each child with an ASD diagnosis</li> <li>• 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</li> <li>• Develop different teaching methods that best suit the students individual learning style</li> <li>• Develop evidence based scientifically-derived interventions to overcome the learning and communication deficits and behavioural excesses of individuals with autism and other developmental disabilities.</li> <li>• Implement and teach staff how to implement Functional Behaviour Assessment (FBA) using the science of behaviourism to guide practice</li> <li>• Generate therapy strategies and Positive Behaviour Support Plans utilising the scientific principles of behaviour analysis.</li> <li>• Investigate how young people learn and what motivates their behaviour.</li> </ul> | <ul style="list-style-type: none"> <li>• 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 the identified target goals according to individual plans.</li> <li>• Ensure that standards required by state regulations and national accreditation standards are adhered to (eg. EYLF, NQF, Good Practice Guidelines, Human Services Standards).</li> <li>• Participate in the development, implementation and review of training programs for staff, families, carers and the wider community</li> <li>• Develop resources to support the implementation of strategies across the AEIOU Curriculum program</li> <li>• Maintain records and carry out other administrative duties related to functional behavioural assessment and development of the treatment intervention</li> <li>• Contribute to arranging and maintaining the indoor/outdoor play areas in a visually stimulating, safe and hygienic condition</li> </ul> |
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## Organisational responsibilities

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| <ul style="list-style-type: none"> <li>• A commitment to meeting and exceeding AEIOU's vision and mission.</li> <li>• Role model and embrace the organisation's values.</li> <li>• To promote AEIOU to the broader community.</li> <li>• Utilise AEIOU resources and equipment efficiently, economically and honestly.</li> </ul> | <ul style="list-style-type: none"> <li>• Ensure conduct reflects our commitment to a workplace that is inclusive and free from harassment.</li> <li>• To comply with AEIOU policies and procedures at all times, including Workplace, Health and Safety directives and practices.</li> </ul> |
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## Key Selection Criteria

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| <ul style="list-style-type: none"><li>• Bachelor degree in Psychology, Special Education or related discipline</li><li>• Knowledge and experience in conducting behavioural assessments with young children</li><li>• Experience in conducting Functional Behaviour Assessments and the development of Positive Behaviour Intervention Support Plans</li></ul> | <ul style="list-style-type: none"><li>• Knowledge, skills and experience utilising the principles of applied behaviour analysis</li><li>• Demonstrated commitment to best practice, continuing professional and personal development</li><li>• Strong communication skills together with a customer service ethos</li><li>• Ability to work independently and part of a team</li></ul> |
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