

# Position Description



Position title	Behaviour Support Practitioner
Service Area	Individualised Services
Reports to	Specialist Team Leader – Behaviour Support
Date prepared/reviewed	May 2025
Location	Perth Metro
Position Details	Full time / Part time – negotiable

Our purpose is to inspire people, enliven communities and confront injustice. We address the causes of vulnerability and disadvantage, stand for a just society and support individuals and communities to be valued and connected.

## Position Objective

The purpose of this role is to collaborate with participants and their support networks to develop behaviour support plans, provide training and monitor the effectiveness of interventions to meet the needs of participants.

## Values and Associated Behaviours

Uniting's Values and Behaviours which inform the job holder's decisions and actions.

**Imaginative** – We challenge convention, explore new possibilities and dare to dream for a better future

**Respectful** – We act with honesty and integrity, and open our hearts to all people without exception

**Compassionate** – We are nurturing, generous and thoughtful in our words and deeds

**Bold** – We face injustice head on and stand up for what is right and true with confidence and strength.

Additionally, the role will:

- Respectfully work within the Christian ethos of the Uniting Church
- Works in a way that is consistent with Uniting WA's leadership expectations
- Operate ethically and enhance the integrity of the organisation.

## Key Responsibilities

These represent the key outputs of the job, the job's deliverables. They are not specific activities in themselves. These form the basis of the objectives and measurements set for the job holder under the Uniting Performance Management System.

- Collaborate with participants, families, staff and allied health professionals to conduct Functional Behaviour Assessments and develop Positive Behaviour Support Plans (PBSPs)
- Design, implement and monitor person-centred, strengths-based interventions
- Ensure compliance with NDIS Quality and Safeguarding Commission requirements including reporting and restrictive practice authorisation
- Participate in regular supervision as per Positive Behaviour Support Capability Framework

- Model best practice and contribute to clinical development
- Contribute to continuous improvement and quality assurance initiatives including audits and program reviews
- Promote the Behaviour Support Program within the community and engage in networking opportunities
- Manage referrals, update client records and contribute to reporting and data collection
- Ensure safety incidents are documented and reported in line with organisational policy
- Meet minimum billable targets (5 hours / day) and contribute to the financial sustainability of the program
- Perform other relevant duties as required

#### Standard Key Responsibilities (for all Uniting staff)

- To operate within delegated authority and comply with legal, regulatory obligations and requirements of our internal policies and procedures
- Identify and deal (manage and monitor) with risks associated with Uniting
- Compliance with the values and associated behaviours of Uniting
- Compliance with the policies and procedures of Uniting including statutory policies
- Completion of any training and associated assessments identified as a requirement of the position.

#### Competencies

The knowledge and soft skill requirements necessary for this position.

- Strong knowledge of person-centred, strength-based, culturally aware and trauma-informed approaches.
- Demonstrated ability to build strong and effective relationships with key stakeholders.
- Demonstrated assessment, planning and report writing skills with high attention to detail.
- Demonstrated high level interpersonal communication (verbal and listening), problem solving and conflict resolution skills.
- Demonstrated administrative skills, computer literacy and systems knowledge
- Knowledge and understanding of NDIS Behaviour Support and Restrictive Practice Rules and the Positive Behaviour Support Capability Framework

#### Qualifications

Education, experience, and technical skills required for this position.

- Accredited Behaviour Support Practitioner by the NDIS Quality and Safeguarding Commission
- Relevant tertiary qualification or equivalent experience with relevant professional development
- NDIS Worker Screening Check
- Working with Children Check
- First Aid Certificate
- Current WA Driver's Licence

#### Additional Information

Any additional information that would be helpful to someone trying to understand the nature or purpose of the position.

This position may align with one of three levels in Uniting WA's Behaviour Support Framework, depending on experience and capability:

- Level 1 - Behaviour Support Practitioner: Entry level practitioner with minimum 'Core' registration with less than 2 years' experience and / or are developing their capability under supervision. Salary range: Level C.
- Level 2 - Behaviour Support Practitioner: Practitioners with 2+ years' experience with minimum 'Proficient' registration. Works independently across varied participant needs and contributes to mentoring and supervision. Salary range: Level D.
- Level 3 - Senior Behaviour Support Practitioner: Experienced clinicians with 4+ years' experience, minimum 'Advanced' or 'Specialist' registration and manages complex cases. Provides mentoring and supervision and contributes to service development and continuous improvement. Salary range: Level E.