

Job Family:	Delivery – Front Line – Professional knowledge	Grade:	8
Job Title:	Behavioural Specialist – Learning Disabilities	Directorate:	People
Date:	11th February 2018	Version:	1:1

Role Profile - Details Specific to Job Family

These roles would be regarded as “front line” service delivery roles. Here, role holders are directly accountable for performance, often through the direct control of significant resources or through managed contracts. These roles may also deliver some of their results through collaborative working with co-producers or other third party agencies.

At the lower levels, operational managers may oversee a department or team and at the lowest levels, direct contact with service users will be a common feature of roles in this job family. At the higher levels, they may be in charge of a department, large operational area or the management of significant contracts and may be ultimately accountable for ensuring compliance with statutory obligations.

Role Profile - Details Specific to Grade

Will have accountability for achieving clearly specified and measurable results either personally or through the leadership of a team. Will be dealing with complex problems and issues within the boundaries of professional skill and knowledge. Will make recommendations on procedural improvements and other initiatives to enhance team performance.

Roles requiring a level of professional expertise to deliver a front line service.

Brief Description of job role and department

The Clinical Health Team is a specialist health service for adults with learning disabilities whose health needs cannot be met by mainstream health services. We employ a range of health professionals in order to meet those needs.

The team provides services to those adults with learning disabilities registered with a Sutton GP.

Team Functions

- The delivery of health inputs provided by trained clinicians specialist in the field of learning disabilities where needs cannot be met by mainstream services alone.

- Promoting well-being through activities such as health promotion and preventative lifestyle activity.
- Facilitating access to mainstream services and supports such as; primary care; acute care; leisure opportunities: housing; etc.
- Contributing to service developments and using knowledge about needs; effectiveness of current services and future demand to inform and contribute towards strategic commissioning.
- Imparting skills by teaching and training others such as social care providers; voluntary sector staff; and other health professionals.

Role:

The Challenging Needs Service falls within the wider Psychology Service in the Clinical Health Team for People with Learning Disabilities and offers a service to clients who have behaviours that challenge services living within the Borough and those that have been placed out of borough but remain the responsibility of Sutton. The behavioural specialist will work collaboratively with their colleagues within the Psychology service to conduct Functional Behaviour Assessments, develop individual Positive Behaviour Support (PBS) Plans and empower parents, carers, teachers and staff to implement PBS plans and practices effectively whilst fading support as parents, teachers or carers feel confident in the implementation of plan. The post holder will need to be able to use evidence from the implementation of PBS plans to inform changes and updates to interventions with clients. It is essential for the post holder to be able to offer consultation to other professionals within the Clinical Health Team for People with Learning Disabilities and other relevant stakeholders using understanding, skills and knowledge of Applied Behaviour Analysis and Positive Behaviour Support. So as to work within a multidisciplinary setting effectively the post holder will need to be flexible in their approach and have a high degree of professionalism.

Representative accountabilities

- To use a wide range of clinical expertise to deliver a specialist assessment and intervention service.
- Lead on the development of specific policies and procedures to contribute to the continuous improvement in own work area
- To provide specialist knowledge for other team members relating to PBS and behaviour that challenges.
- To use a wide range of clinical expertise to deliver a specialist assessment and intervention service.
- Lead on the development of specific policies and procedures to contribute to the continuous improvement in own work area
- To provide specialist knowledge for other team members relating to PBS and behaviour that challenges.
- Deliver service activities and manage caseloads to ensure intended outcomes for customers and the Council are delivered within agreed service standards.
- Identify and implement improvements in own work area in order to deliver continuous service improvement and improved outcomes to customers.

- Liaise with customers to review service requirements and resolve problems.
- Keep up to date with changes in policy/legislation/contractual requirements in order to ensure service delivery is effective and complies with appropriate regulations.

Budgetary accountabilities

- There are no budgetary accountabilities undertaken by this role.

Specific accountabilities

- To be professionally accountable for the effective and efficient management of one's case load, taking into account the need to combine one's own responsibilities and those of the team and adhering to professional codes of conduct.
- Accountable for the safe delivery of services/innovations across a range of health care settings, with a range of health professionals, designed to meet specific targets/outcomes.
- Responsible for the development of local services in line with agreed team outcomes, including writing and leading on project proposals under the supervision of the Lead Psychologist.
- Responsible for the supervision of assistant Psychologists or behavioural specialists as appropriate.

Person specification (knowledge, skills, experience and behaviours required in the role)

Education/ Knowledge/ Qualifications

- Degree in Psychology, Nursing or Social Work or equivalent professional qualification.
- MSc in Applied Behaviour Analysis and / or Intellectual and Developmental Disabilities or equivalent.
- Further post graduate training in relevant areas of autism, mental health and / or research design and analysis. Accredited or working towards Board Certified Behaviour Analyst (BCBA),

Experience

- Significant experience of working clinically with people who have intellectual and developmental disabilities and / or an autistic spectrum disorder including the application of Applied Behaviour Analysis.
- Comprehensive assessment and intervention of challenging behaviour including physical aggression, verbal aggression, self- injurious behaviour and comprehensive assessment and intervention of toileting, feeding and sleeping concerns.
- Development of positive behavioural support plans. Implementation and evaluation of positive behaviour support plans.
- Experience of working with individual's who are non-verbal or who have significant communication difficulties.
- Attendance and participation at multi-disciplinary meetings.
- Experience of teaching and training others, using a variety of multi-media materials. Experience of providing clinical supervision.
- Experience of collaborative and respectful multi-disciplinary team working.
- Experience of working in a Community Learning Disability setting is desirable

Skills

- Ability to supervise staff
- Business skills, such as, Mosaic, Google, Excel, Word
- Negotiation and problem solving skills
- Demonstrates good analytical and reflection skills
- Excellent presentation skills
- Good organisational and prioritisation skills
- Clear and effective decision making
- Ability to work autonomously as well as effectively with team members and other partner agencies
- Ability to reflect and critically appraise own performance
- High level of communication skills (written and verbal) including an ability to communicate and work in settings in which the atmosphere may be highly emotive, abusive or hostile.
- Ability to communicate sensitive information to service users, carers and colleagues
- Up to date knowledge of policies and procedures and clinical issues relating to specific client group.

Other

- Takes responsibility for own CPD
- High levels of initiative, innovation and self-motivation
- Flexible
- Car Driver/Owner and ability to travel

Mandatory accountabilities/requirements for all LBS staff e.g.

- Ensure all health and safety standards are adhered to for the relevant work area
- Apply diversity and equal opportunities policies in the workplace
- Carry out duties in accordance with the Borough's Equalities and Diversity policy, Safeguarding Adults policy and all other Borough and departmental policies and procedures