



Behaviour Support Specialist

Kingsriver Community has an exciting opportunity for an experienced and qualified Behaviour Support Specialist. Applicants require the desire and passion to help us grow and strengthen our community while maintaining our quality and commitment to excellent service.

Kingsriver has been providing residential and day programmes for people over the age of 18 with a variety of support needs for over 30 years. We have our own person-centred approach to our work which has been developed over many years with love and care, a lot of fun and creativity and a constant focus on the uniqueness of each individual whose care, well-being and progression has been entrusted to Kingsriver.

Applicants need to have appropriate training/qualifications and people skills and have relevant experience working with people with intellectual disabilities.

This post is a part time (20 to 25 hrs per week) permanent position offering a competitive salary and access to the company pension scheme.

Qualifications and Experience

- Appropriate third level qualifications in Behaviour Support/Intellectual Disability/Autism/Mental Health.
- Evidence of continuous professional development;
- Significant relevant experience in supporting people with intellectual disabilities and/or autism.
- A clear knowledge and understanding of the Health Act 2007 Regulations and associated amendments and standards on the provision for day and residential services in the intellectual disability and autism sector, including New Directions;
- In-depth knowledge of intellectual disability and autism;
- An outgoing and friendly personality with strong empathy and communication skills;
- Full clean driving licence;
- Ability to work as part of a Management Team.

If you feel you have the qualities, experience and values to take on this role, please email your application, addressed to Liam Quinn, CEO, outlining the fit between your skills and the qualifications and experience required, together with your CV to applications@kingsriver.ie

Closing date for applications is Friday August 14th, 2020.

Kingsriver Community- Ennisnag - Stoneyford - Co. Kilkenny www.kingsriver.ie

Reporting to the CEO the Behaviour Support Specialist will;

Provide positive behaviour support services to residents, day service participants, their families and the staff team. Work with HSE and privately contracted multi-disciplinary professionals in the provision of person-centred support.

Duties/Responsibilities

- Work as a member of the management team in providing an integrated and co-ordinated service to residents, day participants, their families and the staff team.
- Provide assessments relating to the adaptive functioning, intellectual functioning and emotional wellbeing of the people we support.
- Develop therapeutic interventions drawing upon concepts and techniques within various therapeutic frameworks in collaboration with other professionals.
- Engaging in functional assessments of behaviour and collaborate in the development of behaviour support plans.
- Facilitate strengths-based skills groups aimed at enhancing resiliency skills and adaptive behaviours.
- Work with the people we support and their families to implement the therapeutic interventions designed in collaboration with the wider team.
- Maintain concise and timely clinical notes, progress reports and assessment reports.
- Manage confidential data and personal information.
- Attend and participate in regular team and other meetings, both internal and external.
- Engage effectively with outside agencies and advocate for the people we support.
- Undertake any other duties that may arise, from time to time, that are within the level and responsibility appropriate to the Behaviour Support Specialist competency and training.
- Undertake any reasonable travelling requirements, in order to fulfil the tasks and responsibilities of the role.
- Participating in regular support and supervision.
- Participate in the continuous development of professional knowledge and expertise by attending and participating in learning and development events, meetings and conferences (as requested/approved by supervisor/line manager) to ensure up to date knowledge relevant to the role.
- Ensure that Health & Safety Policy and procedures are adhered to at all times.
- Take personal responsibility for own health and safety and report incidents and potential hazards as necessary.
- Respect the confidentiality of all matters learned in relation to the post, the people we support, other members of staff and the general public.
- Take a lead role in ensuring that Kingsriver adheres to Standards for Safer Better Healthcare (HIQA), Standards for Residential Services for People with Disabilities (HIQA) and the Health Act (2007) Care and Support of Residents in Designated Centres for Persons with Disabilities Regulations (2013), Older Persons Standards (2016).

Advocacy

The Behaviour Support Specialist) will:

- Develop and support the concept of advocacy, particularly in relation to resident/participant participation in decision making, thereby enabling informed choice of support options
- Respect and maintain the privacy, dignity and confidentiality of the individual, family and/or carer
- Establish, maintain and improve procedures for collaboration and cooperation between Kingsriver, Primary Care and Acute Services as appropriate.
- Proactively challenge any interaction which fails to deliver a quality service to the people we support.
- Comply with the Kingsriver Complaints Policy.
- Enable and empower individuals, families and communities to participate in decisions about their support needs.
- Articulate and represent individuals interests in collaboration with the (HSE) multidisciplinary team.

Education and Training

The Behaviour Support Specialist will:

- Maintain clinical competence in case management within intellectual disability/ Dementia Care and behaviour support, keeping up-to-date with relevant research to ensure the implementation of evidence-based practice.
- Use his/her specialist knowledge and expertise in the ongoing education and training of all grades of staff directly supporting people within the community. Education areas covered but not limited to will be positive behaviour support with dual diagnosis and autistic spectrum disorders. This training will be delivered by the Behaviour Support Specialist formally through in-service training and at every opportunity during service delivery.
- Provide the individual, family and/or carer with appropriate information and other supportive interventions to increase their knowledge, skill and confidence in managing their support needs.
- Contribute to the design, development and implementation of education programmes and resources for the individual, family and/or carer in relation to behaviour support empowering them to self-manage their behaviour support needs.
- Provide mentorship and preceptorship for colleagues as appropriate.
- Participate in training programmes as appropriate.
- Create exchange of learning opportunities within the team in relation to evidence based intellectual disability/mental health care delivery through journal clubs, conferences etc.
- Develop and maintain links with relevant third level Higher Education Institutes (HEIs) in the design, development and delivery of educational programmes in intellectual disability/mental health care.
- Identify own continuing professional development needs and engage accordingly.

Consultancy

The Behaviour Support Specialist will:

- Provide leadership in clinical practice and act as a resource and role model for staff teams and families.
- Generate and contribute to the development of clinical standards of practice and guidelines and support implementation.
- Develop collaborative working relationships with local MDT supports as appropriate, developing person centred care pathways to promote the integrated model of care delivery.
- Where appropriate develop and maintain relationships with specialist services in Voluntary Organisations which support people in the community.

Audit and Research

The Behaviour Support Specialist will:

- Initiate and participate in evaluations and audits.
- Identify, initiate and conduct audit and research projects relevant to intellectual disability services.
- Identify, critically analyse, disseminate and integrate best evidence relating to care of the person with intellectual disability/mental health into practice.
- Contribute to research on all aspects of intellectual disability support.
- Use the outcomes of audit to improve service provision
- Contribute to service planning and budgetary processes through use of audit data and specialist knowledge
- Monitor, access, utilize and disseminate current relevant research to advise and ensure the provision of informed evidence-based practice

Flexibility

This job description is not exhaustive and there may be times you will be required to undertake other duties in order to meet the needs of residents within the Community. We offer a continuous care and welfare support, 365 days per year to the people who live in Kingsriver Community.

Employees are expected to have a high level of flexibility and a willingness and ability to develop new approaches to their work. Duties and responsibilities of any post in the Community are likely to change with the ongoing needs and developments of the Community. Employees will therefore be required to carry out such other duties appropriate to their employment as may be assigned to him/her from time to time.

Confidentiality

In the course of the employment the post holder may have access to, or hear information concerning the medical or personal affairs of people who use services and/or staff, or other health service business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning people who use services, staff, or other health service business be divulged or

discussed except in the performance of normal duty. In addition, records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.