

*All staff uphold and promote our Trust vision and values*

### Our Vision

*We put our patients, their families and carers at the centre of our vision:*



### Our Values

<b>Innovative</b>	<i>We seek new ideas and adopt best practice to improve our services</i>
<b>Caring</b>	<i>We show kindness and consideration for others</i>
<b>Agile</b>	<i>We deal with new situations quickly</i>

## JOB DESCRIPTION

**Job title:** Senior Positive Behaviour Analyst

**Band:** Band 7

**Location / Work Base:** HCT sites in Hertfordshire

**Business Unit / Department:** Children's Specialist Services

**Reporting to:** Clinical Quality Lead-Children's Specialist Services

### JOB PURPOSE SUMMARY:

This is an exciting opportunity to work within the newly developed Sensory Processing Service. You will support and enhance the care of children and young people by providing a highly specialist service using principles of Positive Behaviour Support (PBS) and/or Applied Behaviour Analysis.

As an effective member of the multi-disciplinary teams, you will work as an autonomous clinician providing specialist, holistic and generic assessment and intervention, when appropriate, with CYP and families.

### RESPONSIBILITIES / ACCOUNTABILITIES:

- You will be responsible for a full caseload whilst working alongside a multi-disciplinary team to assess and develop a coordinated and integrated individualised care package to meet the complex needs of children and young people.
- To communicate in a highly skilled and sensitive manner information concerning the assessment, formulation and treatment plans of CYPs under your care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care.
- You will evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and development processes that have shaped the individual, family or family group.
- Undertake risk assessment and implement risk management plans for CYP and provide advice to other professionals on aspects of risk assessment and risk management. To implement agreed aspects of the risk assessment plans in conjunction with colleagues, wider network, CYP and their families taking in to account safeguarding concerns.
- Plan and lead workshops and therapeutic groups with CYP and families.

- Identify the mental health needs of the CYP and signpost appropriately.
- Provide clinical and line management supervision as required to clinicians, including those seeking qualification as a UKBA(cert) or BCBA.
- Provide leadership to the teams and deliver clinical supervision and line management to other colleagues as appropriate.
- Contribute to the development, evaluation and monitoring of the team's operational policies and participate in the development of high quality, responsive and accessible services.
- Assist in clinically related administration, conduct audits and research projects, collect and analyse service data, develop databases, and to participate in teaching and project work.
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#### **CANDIDATE REQUIREMENTS:**

- Accredited as a UKBA(Cert) and registered with the UK Society for Behaviour Analysis and / or Board Certified Behaviour Analyst (BCBA) with eligibility for registration with the UKSBA
- Professional knowledge acquired through degree supplemented by post graduate diploma specialist training, experience, short courses plus further specialist training to masters equivalent level.
- Maintain registration with the appropriate regulating body.
- Maintain an active engagement with current developments in the fields of Applied Behaviour Analysis, Positive Behaviour Support, Learning Disability, Autism, Challenging Behaviour and Mental Health and related disciplines.
- Be able to demonstrate good literacy, numeracy and IT skills.
- Possess resilience to deal with exposure to the highly distressing and emotional demands of the role including verbal aggression.
- Ability to work under pressure and to tight deadlines.
- Hold a full, valid, UK driving licence and have access to a car to use for business purposes (unless you have a disability as defined by the Equality Act 2010).
- Eligible to live and work in the UK.

#### **ADDITIONAL BENEFITS OF WORKING FOR HCT:**

We offer our staff a number of great benefits, wellbeing initiatives and lifestyle savings which can be easily accessed via our benefits and wellbeing portal.

For more detail, please read our 'HCT Benefits' document which is attached to our vacancy adverts.

#### **SUPPLEMENTARY INFORMATION:**

The Trust is committed to gold standard recruitment. In support of this, please read our 'Supplementary Information' document which is attached to our vacancy adverts.